SELECTION

FROM THE

RECORDS OF THE GOVERNMENT OF INDIA,

HOME DEPARTMENT.

No. CCCLVIII.

HOME DEPARTMENT SERIAL NO. 24.

PAPERS

RELATING TO THE

REORGANIZATION OF THE EDUCATIONAL SERVICE IN INDIA.

FROM

1891—97.

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RELATING TO THE

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FROM

1891—1897.

Extract (paras. 4 and 5) of a Despatch from the Government of India, to the Secretary of State, No. 17 (Public), dated 25th March 1891. No. 1.

* * * *

Educational Department.

4. The recommendations of the Public Service Commission as to this Department are contained in paragraph 99 of the report and in paragraphs 58 to 64 of Chapter X. Briefly stated, the proposals are (*a*) that the graded service should be abolished, (*b*) that the Teaching or Professorial staff should be distinct from the Inspecting staff, (*c*) that the Professorial staff, reduced in strength by the gradual withdrawal of Government from the management of all colleges except one in each Province, should be recruited in England for terms of years, and (*d*) that the Inspecting staff should be recruited on terms common to the rest of the Provincial Service, *i.e.*, recruited in India.

5. We are opposed to the proposal that the graded service should be at once abolished, first, because we do not desire either to dispense with the services of the present staff of officers or to compensate them; and, secondly, because it is impossible to say at present what other system we shall substitute for that now in force. The plan of engaging officers for terms of years is, as Your Lordship is aware, being tried, but it is necessary to gain experience of it before we can determine whether it will prove successful, how far re-engagements should be encouraged, and what conditions should be fixed as to pay, leave and pension. While we recognize the advantage of having a succession of fresh men as Professors in some branches of learning, we do not feel assured that the prospect of temporary service in India without claim to leave and pension will be attractive enough to secure Professors of a high standard of competency, and we are not convinced that for the work of Professors in ordinary subjects, experience of India is not of still greater importance. Such experience would be essential in the case of Inspectors, and we do not accept the recommendation of the Commission that all Inspectors should be recruited in India, as we do not consider that inspection by native agency alone will be sufficiently thorough. The Government is in all Provinces engaged in handing over the control of education to Municipal Committees and Local Boards, and we have, in our Resolution of 23rd October 1884, on the Education Commission's Report, laid down the principle that "in proportion as the Department withdraws from pushing its own institutions its machinery for inspection will require strengthening. A grant-in-aid system postulates a thorough inspection of all institutions brought under it." For this reason we are in favour of maintaining such a European element in the Inspecting staff as will enable us to test with unfailing accuracy, from time to time, how teaching is being conducted in each part of the country, and thus afford a corrective to the reports of the native agency. We therefore propose that a certain proportion of the Inspecting staff of each Province should continue to be recruited in England, the minimum being fixed by us according to local circumstances.

The question of pay has to be considered (*a*) in its relation to the officers to be recruited in England, and (*b*) in its relation to the officers to be recruited in India. So far as the former class is concerned, only experience can shew what terms will prove sufficient to induce the class of men required to come temporarily to India, but we are at present disposed to think that a maximum pay of R1,200 a month ought to suffice for the Principalship of a College, and R800 a month for a Professorship or an Inspectorship under the new arrangements of temporary contracts.

The pay of the members of the Subordinate Educational Service varies in different provinces. It is highest in Bengal, where a maximum of R500 a month is given. In the

North-Western Provinces and the Punjab it does not ordinarily rise over R300 and R350, respectively, though special officers draw higher rates. So far as Bengal is concerned, we recommend that two more grades be added, one on R600 and the other on R700 a month, for those Professors and Inspectors who are not to be recruited from England. It would be necessary to make a similar addition to the grades in the other provinces on higher pay than is now given to the senior subordinate officers, and any increase in pay in any province would have to be covered by the decrease in the salaries resulting from reductions in the graded list. Such an arrangement would suitably provide for the claims of senior officers appointed Inspectors of Schools or Professors of Colleges, and while it would result in the disappearance of the existing difference between the graded and the Subordinate Service, it would be possible to maintain the principle of the Public Service Commission's Report by dividing the new educational services into two classes, the Provincial Service including all appointments above R200, while all posts on R200 or under would be treated as subordinate.

No. 2. From Her Majesty's Secretary of State for India, to the Government of India,—No. 9-Public (Educational), dated the 28th January 1892.

In my Despatch No. 104-Public of the 30th September, I informed Your Lordship that I had reserved for a later communication that portion of the letter of your Government, No. 17, dated 25th March, which dealt with the recommendations of the Public Service Commission respecting the Educational Department. In considering the proposals which you have made on this subject, I have also had before me the scheme for the reorganization of the Educational Department in the North-West Provinces and Oudh, and the statement of the opinion of the Bombay Government as to the recruitment for its Educational Service, which were submitted to me with two Despatches* of your Government, dated 18th August.

* No. 231 F. & C., 18th August 1891. No. 13, Home—Educational, 18th August 1891.

2. I understand the purport of the conclusions stated in paragraphs 4 and 5 of your letter of 25th March to be as follows. Your Lordship's Government is not prepared to abolish the graded system at once, both because you do not desire either to dispense with the services of the present staff of graded officers or to compensate them, and because it is impossible to say at present what other system should be substituted. You recognize the advantage of engaging Professors for short terms in certain cases, but you doubt whether temporary service without claim to leave or pension will attract Professors of high quality. You are not convinced that experience of India is not of greater importance than freshness of knowledge for the work of Professors in ordinary subjects; and you are satisfied that such experience is essential for Inspectors. You consider that part of the inspecting staff should be recruited in England, and presumably for long service. I infer that you contemplate recruitment in England both for continued service and for short terms. For short terms you propose a maximum pay of R1,200 per mensem for a Principal and of R800 for a Professor or Inspector. You further suggest the division of the present Subordinate Educational Service into a Provincial and a Subordinate Service. In the Provincial Service would be included offices bearing salaries of R600 and R700 a month (to be transferred, apparently, from the graded list, which would be proportionately reduced) "for those Professors and Inspectors who are not to be recruited from England."

3. I agree with Your Lordship's Government that the graded system should not be at once abolished. But there appears to have been some misconception of the proposal of the Public Service Commission on this point. In advising the abolition of the graded system the Commission admitted that it must be retained so far as regards existing officers engaged on that system. Nor did the Commission contemplate that there should be no permanence of service in the case of officers recruited in England in future. The intention is explained to be, not that all recruits should be engaged for a short term, and discharged absolutely at the end of it, but that they should be engaged in the first instance for a short term with a power of re-appointment, which would be exercised if their services are judged to be valuable. The proposal is, in fact, rather a restoration of a part of the long established practice which has fallen into disuse than a radical change of system. Your Lordship is doubtless aware that the written terms of appointment of Educational Officers have almost invariably been for a term of five years only. Since the introduction of the graded system the nature of this engagement has been overlooked. It should in future have definite effect, the five years' term being regarded as probationary, and the future employment of each officer being made dependent on the judgment passed on his services during that term. This will be the ordinary rule. It is possible, however, that for some exceptional cases, such as the lectureships or chairs described by the Government of Bombay,† a simple engagement for a short term of years, or on other special conditions, may be advantageous.

† To the Government of India, No. 1369, dated 7th July 1891.

4. In the other recommendations made in your letter of 25th March I concur generally, but some more definite exposition of your policy seems to me to be required before the subject can be deemed to be exhausted. By Your Lordship's Educational letter of 6th May, No. 9, Home Department, I am referred to paragraphs 4 and 5 of the letter of 25th March, as containing the views of Your Lordship's Government on the important question what is to be in future the general position of Educational Officers in India, on which in my Despatch No. 39 (Educational), of 9th March, I desired to have the mature proposals of your Government. It is probably the intention of Your Lordship to place before me a detailed scheme for each province after the general principles have been settled. I observe, however, that in the scheme for the reorganization of the Educational Department in the North-West Provinces and Oudh, which was recommended for adoption in your letter No. 231 (Finance and Commerce), of 18th August, the staff is divided into graded and nod-graded officers (two Professors recently selected by me in England being shown as non-graded) and not according to recruitment in England and India, respectively, and no definite position is given to a Provincial Service. It is for consideration whether in each provincial scheme there should not be shown the detail of Principalships, Professorships, and Inspectorships which are to form the higher staff, and also those which it is proposed now or ultimately to fill by appointing members of the Provincial Educational Service recruited in India. There is the further question of the salaries appropriate for officers of the latter class when holding such posts.

5. Moreover, as the essential part of the graded system, *viz.*, the prospect of continued service, after probation, is to be retained, the question presents itself for consideration, how the condintion of continued service can be cleared of any resonable objections which have been advanced against the present graded system in the evidence recorded by the Public Service Commission. The general purport of the proposals of that Commission is that the number of officers recruited in England should be diminished, and their standard of quality raised. To secure University men of high attainments, a fairly attractive prospect must be offered; and if cost is reduced by the transfer of some officers from the present graded list to the Provincial Branch of the Department, somewhat more favourable terms may be conceded to graduates in honours recruited in England. I shall await the result of the further consideration of the subject by Your Lordship's Government, either in the form of general proposals or in that of a detailed scheme for each province separately; but it may save time if I here communicate to you some suggestion of the measures to which I should be prepared to give favourable consideration.

6. The English recruits as a rule are engaged for the probationary term as Professors, and many of them continue to be Professors throughout their service. As, with one exception, the Educational Departments of the Indian provinces are very small, promotion is slow, and the advance from the fourth to the third grade is long deferred, I am inclined to think that the Indian Professoriate would be placed on a better footing if all Professors where allowed to rise in ten years' service to a salary of R1,000 per mensem. The probationary five years' service would either be passed on a salary of R500, rising to R750 by yearly increase of R50 per mensem, or might carry a fixed salary of R600 or R700 per mensem. In the second term of five years the salary would rise from R750 to R1,000 per mensem. Whether higher pay should not be open to a Professor as such is a question on which I desire Your Lordship's opinion. There are also the higher salaries of grades 1 and 2, which should, in my opinion, be almost invariably attached to the Principalships of Colleges (and the Senior Inspectorships). It may be found a preferable plan to attach to the office of Principal a special pay of R250 to R500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships I think that at least one-half should at an early date be transferred to the Educational Provincial Branch. One or two Senior Inspectorships should be held by officers of Indian experience, who would ordinarily be promoted Professors or Head Masters recruited in England. I do not look with favour on the appointment of Professors to officiate as Inspectors, but a permanent transfer from the former to the latter office may sometimes be in the public interest. The position of Head Masters recruited in England has never been very satisfactorily defined, and is of sufficient importance to merit attention in any future reorganization.

7. There is one other point which requires careful consideration, namely, the best way to deal with Educational Officers who, after some period of continued service, are found to be useless and inefficient, though not absolutely incapacitated by ill-health. In the five years' agreements hitherto executed by English recruits power is reserved to the Government to discharge the officer at six months' notice, and it seems to be understood that this condition extends to subsequent service, though I believe it has never been enforced. Educational Officers recruited in England serve under the ordinary "Uncovenanted" rules as to pension and are therefore eligible on medical certificate, after less than ten years' service, to gratuities, and after ten years of completed service and upwards to pensions proportionate to the years of completed service.

It is a question for careful consideration whether among the terms of Educational Service should not be included a stipulation that the Government reserves the right to require an Educational Officer recruited in England to retire on the gratuity or pension appropriate to his length of service (being over five years), if it is deemed to be to the public interest that he should so retire, though not declared permanently incapacitated by bodily or mental infirmity.

8. I request the careful attention of Your Lordship's Government to these suggestions, in the conviction that no duty of the State is of greater importance than the introduction from England into India of a teaching agency of the highest quality and character. The conditions of service communicated to candidates for the Educational Department, and the form of agreement which they execute, will have to be recast after conclusions have been reached on the questions which I have raised in this Despatch. Any conditions of continued service after the term of probation which may be finally sanctioned will of course be extended to those gentlemen who, while the future position of Educational officers has been under discussion with Your Excellency's Council, have, in the words of my Despatch No. 39 (Educational), of 19th March, been appointed as ungraded officers for five years only, with no furlough or pension advantages.

No. 3. From J. P. HEWETT, Esq., C.I.E., Officiating Secretary to the Government of India, Home Department, to the Secretary to the Government of the North-Western Provinces and Oudh, Educational Department,—No. 127, dated the 26th March 1892.

With reference to the correspondence ending with your letter No. 1008-E., dated the 30th June 1891, regarding the reorganization of the Educational Department in the North-Western Provinces and Oudh, I am directed to forward, for the information of His Honour the Lieutenant-Governor and Chief Commissioner, a copy of the papers noted in the margin.

1. Extract (paragraphs 4 and 5) from the Despatch from the Government of India, to the Secretary of State, No. 17 (Public), dated the 25th March 1891.
2. Despatch from the Government of India, No. 231, $\frac{\text{Salaries, Establishments, etc.}}{\text{Education}}$, dated the 18th August 1891; and
3. Despatches from the Secretary of State, Nos. 8 and 9, Public (Educational), dated the 28th January 1892.

2. It will be observed from the Secretary of State's Despatch No. 8, dated the 28th January last, that His Lordship has, subject to the remarks contained in his Despatch No. 9, dated the 28th January, sanctioned the scheme of reorganization recommended in the Government of India's Despatch, dated the 18th August 1891. This condition implies—

(1) that the question of the pay and prospects of the officers to be recruited in England, which is referred to in paragraphs 5 and 6 of His Lordship's Despatch No. 9, must be further considered; and

(2) that, as suggested in paragraph 4 of the same Despatch, the posts in the Educational Service should be properly classified, that those to be held by officers recruited in England and by officers of the Provincial Service should be definitely marked off, and that the rates of pay to be given to each class of officers should be determined.

3. I am accordingly to request that the scheme may be revised so as to show the appointments in the manner suggested by the Secretary of State, and re-submitted to the Government of India, with any other modifications which His Honour may recommend after considering the several suggestions of His Lordship. The Government of India would also be glad to be favoured with an expression of His Honour's opinion on the suggestions made in paragraphs 5 and 6 of the Secretary of State's Despatch (No. 9) in respect of the pay and position of Educational Officers to be recruited in England, and as to the question raised in paragraph 7.

No. 4. From J. P. HEWETT, Esq., C.I.E., Officiating Secretary to the Government of India, Home Department, to the Secretary to the Government of Bengal, General (Education) Department,—No. 128, dated the 26th March 1892.

With reference to your letter No. 267 T. G., dated the 28th September 1891, forwarding a scheme for the reorganization of the Education Department in Bengal, I am directed to forward a copy of the papers marginally noted on the subject of the future constitution of the Educational Service in India, and to say that final orders cannot now be passed on the scheme proposed by the Bengal Government until the Secretary of State's Despatch of the 28th January 1892 has been fully considered. I am to request that the Government of India may be favoured with an expression of the

1. Extract (paragraphs 4 and 5) from the Despatch from the Government of India, to the Secretary of State, No. 17 (Public), dated the 25th March 1891; and
2. Despatch from the Secretary of State, No. 9-Public (Educational), dated the 28th January 1892.

opinion of His Honour the Lieutenant-Governor on the various points raised in the Despatch with especial reference to the suggestions made in paragraphs 5 and 6 in respect of the pay and position of the Educational Officers to be recruited in England, and also as to the question raised in paragraph 7. I am at the same time to ask that his Honour's proposals as to the Bengal Educational Department may be re-submitted in due course with such modifications as he may recommend after a consideration of the Secretary of State's suggestions.

From J. P. HEWETT, Esq., C.I.E., Officiating Secretary to the Government of India, Home Department, to all Local Governments and Administrations (except Bengal and the North-Western Provinces and Oudh),—Nos. 129—136, dated the 26th March 1892. **No. 5.**

With reference to the correspondence ending with your letter * which contained the views of the Madras / etc. Government / your views on the recommendations of the Public Service Commission regarding the Educational Department, I am directed to forward, for consideration, a copy of the papers† noted in the margin, and to request that the Government of India may be favoured with an expression of the opinion of His Excellency the Governor in Council / His Honour the Lieut.-Govr. / your opinion on the suggestions made in paragraphs 5 and 6 of the Secretary of State's Despatch in respect of the pay and position of Educational Officers to be recruited in England, and also as to the question raised in paragraph 7. I am at the same time to ask that a detailed scheme for the reorganization of the Superior Educational Service in Madras / Bombay / etc. on the lines marked out in paragraph 4 of His Lordship's Despatch may be submitted for the consideration of the Governor General in Council.

* *Madras*—No. 580, dated the 5th June 1888.
Bombay—No. 2966, dated the 7th June 1888.
Punjab—No. 456-S., dated the 7th September 1889.
Central Provinces—No. C.—9, dated the 21st April 1888.
Burma—No. 590—4 C. S., dated the 22nd May 1888.
Assam—No. 2414, dated the 27th April 1888.
Coorg—No. 907—4476, dated the 19th May 1888.
Hyderabad—No. 181 G., dated the 16th May 1888.

† 1. Extract (paragraphs 4 and 5) from the Despatch from the Government of India, to the Secretary of State, No. 17 (Public), dated the 25th March 1891; and
2. Despatch from the Secretary of State, No. 9-Public (Educational), dated the 28th January 1892.

From the Honourable Mr. C. A. GALTON, Acting Chief Secretary to the Government of Madras, to the Secretary to the Government of India, Home Department,—No. 34, dated 21st January 1893. **No. 6.**

I am directed to reply to Mr. Hewett's letter, dated 26th March 1892, No. 129 (Educational), regarding the reorganization of the Superior Educational Service.

2. The Director of Public Instruction, Dr. Duncan, has been consulted on the proposals of the Government of India and the Secretary of State and has set out, in a letter, dated 11th August 1892, No. 11029, the scheme of reorganization which he considers most suitable.

3. The Director's scheme and the modifications proposed by this Government are set out in full in the accompanying proceedings and further remarks are therefore unnecessary.

Extract from the Proceedings of the Government of Madras in the Educational Department,—No. 33 (Educational), dated the 21st January 1893. **No. 7.**

Read again the following papers :—

G.O., dated 30th May 1892, Mis. No. 411 (Educational).

Read again the following paper :—

G.O., dated 18th March 1892, Mis. No. 234 (Educational).

Read the following letter :—

From D. DUNCAN, Esq., M.A., D.S.C., Acting Director of Public Instruction, Madras, to the Chief Secretary to the Government of Madras,—No. 14642, dated 24th December 1891.

In my letter No. 14641 of the 24th instant, the difficulties that have already arisen in working the scheme of the Upper Subordinate Educational Service, Scholastic branch, owing to the different grades not having been treated as distinct classes, were brought to the special notice of Government. The concession made by the Government of India by way of compensation in favour of the officers concerned, *viz.*, that they shall reach the maximum pay in five instead of ten years as proposed by Mr. Grigg, has, while benefitting the Upper Subordinates of the Scholastic branch, had the effect of placing their brethren in the Inspecting branch, I mean the Assistant Inspectors, at a comparative disadvantage, as their salaries rise to the maximum in ten years under the scheme approved in G.O., dated 29th September 1887,

No. 542 (Educational). As the salaries are progressive and the nature of the work is different, the frequent transfer of officers from one branch to the other, according to seniority of service and eligibility for promotion, is almost impracticable; but this is no justification for Assistant Inspectors, who are itinerating officers and have heavy administrative duties to perform, being passed over by officers of the Scholastic branch. On receipt of G.O., dated 6th May 1891, No. 337, sanctioning the constitution of the Upper Subordinate Educational Service, Scholastic branch, Mr. Grigg intended to address Government to place the Assistant Inspectors on a level with the Upper Subordinates, Scholastic branch, as regards increment rates, but the difficulties that had arisen in that branch deterred me from addressing the Government on the subject. Moreover, the existence of two parallel branches in one and the same department can hardly work, side by side, harmoniously. Vacancies may occur, for instance, in one branch of the service more frequently than in the other, while transfer from one branch to the other may, as explained already, be found impracticable. I would accordingly suggest that the two branches be fused into one service. Besides numerous other advantages, this would simplify the working of the scheme,—a highly desirable feature in any scheme of appointments. Permanent vacancies are few and far between and acting promotions should, I think with Mr. Grigg, be allowed with a view to encourage officers to do higher work with pleasure; but such an arrangement is not likely to find favour with the Government of India so long as progressive salaries are attached to these appointments. Moreover, the system of progressive salaries has been found difficult to work, especially when the number of appointments and of classes is pretty large. I would, therefore, recommend that fixed salaries take the place of progressive salaries and that, for the reasons urged by me in my letter No. 7489, dated 5th November 1886, recorded in G.O., dated 23rd December 1886, No. 1359 (Financial), the number of classes be multiplied so as to give that incentive to work which the system of progressive salaries was intended to afford.

2. The following appointments are in the gift of the Secretary of State:—

(1) The Graded Educational officers.

(2) The Professor of Physics, Presidency College.

(3) The Principals of the Law College and the Teachers' College and Colleges of Engineering and Agriculture.

(4) The Vice-Principals of the Teachers' College and the College of Agriculture.

(5) The Superintendent and the Art Instructor, School of Arts.

(6) The Superintendent, Presidency Training School for Mistresses.

The officers for the above appointments are selected by the Secretary of State with whom they enter into a special covenant before they take service in India. I would not include any of these appointments in the Upper Subordinate Service, pending the decision that may be come to on the report of the Public Service Commission.

3. The Deputy Superintendent of the Reformatory School, Chingleput, is the only appointment on a salary of R200, and over that has not been included in the Upper Subordinate branch. It is difficult to secure a good officer for this special post, and, when such an officer is secured, it is on the one hand hardly fair that he should be kept there without promotion, and on the other hand extremely inconvenient to have to shift him from the place solely with a view to give him the promotion to which by his service he is entitled. Assuming that the post will always be filled by an educational officer, I would include this appointment in the new service.

4. According to the sanctioned scheme, there are nine Assistant Inspectors and including the post of the Superintendent, Presidency Training School for Mistresses, twenty Upper Subordinates, Scholastic branch, and in addition there is the post of the Deputy Superintendent of the Reformatory school carrying a salary of R200—10—250. The average cost calculated at the minimum *plus* two-thirds of the difference between the minimum and the maximum is R10,066⅔ as detailed below:

Assistant Inspectors.

	R	R	R
2 First class on	400—500	2 × 466⅔ =	933⅓
3 Second " on	300—400	3 × 366⅔ =	1,100
4 Third " on	200—300	4 × 266⅔ =	1,066⅔

Upper Subordinates, Scholastic branch.

4 First class on	400—500	4 × 466⅔ =	1,866⅔
6 Second " on	300—400	6 × 366⅔ =	2,200
10 Third " on	200—300	10 × 266⅔ =	2,666⅔

Other.

1 Deputy Superintendent, Reformatory school		200—250 =	233⅓
		TOTAL	10,066⅔

5. Of the thirty appointments, one, that of the Superintendent, Presidency Training School for Mistresses, I have proposed to exclude from the list, the appointment being one in the gift of the Secretary of State and one that will likely continue to be so. I would divide the remaining 29 appointments into eight classes as follows :—

Class	Total cost.
R	R
1 First class on 600	600
2 Second " on 500 each	1,000
2 Third " on 450 "	900
3 Fourth " on 400 "	1,200
6 Fifth " on 350 "	2,100
6 Sixth " on 300 "	1,800
6 Seventh " on 250 "	1,500
3 Eighth " on 200 "	600
29 TOTAL	9,700

I am not sure what salary has been offered to the lady whose services have been applied for to fill the office of the Superintendent, Presidency Training School for Mistresses. The difference between the present average cost including the Superintendent, Presidency Training School for Mistresses, and the proposed cost excluding that appointment is R366⅔. This sum represents exactly the average cost of an appointment on a salary of R300—400. If R400, the minimum pay of the fist class, is to be offered to the lady to be selected, the excess cost of the scheme is R33⅓. There are three appointments on salaries ranging from R150 to R200 in the Lower Subordinate Service, and Mr. Grigg has proposed to fix the salaries at R175—200 (*vide* appendix to letter No. 6234, dated 29th May 1891). All the incumbents are in receipt of less than R175. The minimum pay in the Upper Subordinate Service is R200, but the maximum pay of the Lower Subordinate Service need not necessarily be the same and may be fixed at R175, which will result in a saving of R3 × (181¼—168¾) or R37½, which will suffice to cover the excess.

6. The maximum pay is now R500. I propose to have at least one officer on R600. My reasons are—first, that an officer, who has had a long and approved service and who cannot enter the lowest class of the Graded Service, should retire with a suitable pension; secondly, that as the Graded Service carries a salary of R500 to R1,500, the Subordinate Service should also carry a proper emolument, the maximum (R600) bring fixed at three times the minimum (R200); and lastly, that officers in the Revenue, Judicial and other branches of the Public Service of similar standing and capacity rise to salaries amounting to R700 or R800, and it seems therefore fair and equitable that the Provincial Educational Service should have one such appointment at least as the fitting goal of its ambition.

7. Only three appointments are placed in the last class. The minimum under the present scheme is R200, but most of the officers are already in receipt of more than R200, the number drawing only R200 is three. In working the above details, care has been taken to see that the present incumbents in no case suffer in their emoluments, and that there will be no necessity to apply for personal allowances.

8. I am somewhat puzzled about an appropriate name by which this branch of the service can best be designated. I do not like the combination of "upper" and "sub;" but a more important consideration is that the expression "subordinates" applied to appointments ranging from a teacher or a clerk on R10 to the head of a college on R500 or R600 does not seem to me to be appropriate. The expression "Higher Uncovenanted Educational Service" or "Higher Provincial Educational Service" may, I think, be used to represent this class, the latter being preferable.

9. The necessary proposition statements are enclosed.

10. In view of the special difficulties in working the present scheme of establishments, I beg to request that the early sanction of the Secretary of State may be sought for the above proposals.

Order Mis. No. 234 (Educational), dated the 18th March 1892.

Dr. Duncan's scheme for amalgamating the Inspectorial and Scholastic branches of the Upper Subordinate Service appears to be a good one, but it will be referred to Mr. Grigg for his opinion before final orders are issued on it.

2. It is observed that Dr. Duncan proposes a reduction in the maximum pay of the first class in Mr. Grigg's scheme for grading the "Lower Subordinate Service," namely, from R200 to R175; the Government is not, however, in favour of making this reduction.

(True Extract.)

J. F. PRICE,
Chief Secy. to the Govt. of Madras.

To the Director of Public Instruction.

Read also the following papers :—

From H. B. GRIGG, Esq., M.A., C.I.E., Director of Public Instruction, to the Chief Secretary to the Government of Madras,—No. 4326, dated 25th March 1892.

I have the honour to return the papers relating to the reconstitution of the Upper Subordinate Service, referred to me, for opinion, under G.O., No. 234, dated 18th March 1892, and in doing so I beg to make the following remarks.

2. The scheme proposed by Dr. Duncan and generally approved by Government in the order quoted above differs from the one framed by me and sanctioned by the Secretary of State in March 1891 in some important particulars. In the first place the Inspection and Scholastic branches are not kept distinct in the proposed scheme but are fused into one. Secondly, fixed salaries take the place of progressive salaries, thus necessitating a difference in the salaries fixed for the different grades. Thirdly, one appointment, *viz.*, that of Superintendent, Presidency Training School for Mistresses, is omitted, and that of Deputy Superintendent, Reformatory school, is added in the new scheme.

3. I approve of the amalgamation of the Inspection and Scholastic branches in the manner proposed by Dr. Duncan. In fact, I had intended addressing Government on the subject as soon as sufficient experience had been gained in working the scheme for the grading of the Upper Subordinates as sanctioned by the Secretary of State. The difficulties pointed out by Dr. Duncan in the working of the scheme in his letter No. 14641, dated 24th December 1891, are real, but they were never anticipated when the original scheme was first proposed. The very same difficulties exist in the working of the Inspection scheme so far as it relates to Assistant Inspectors, and it was to avoid these difficulties that in my letter No. 6289, dated 21st June 1890,* I strongly recommended that each grade should be treated as a distinct class, so that officers in the lower class might be allowed to act in a higher class. It is true that I recommended an alternative scheme on general grounds in case the grades were not treated as distinct classes, *viz.*, to make the increments spread over five instead of ten years, the value of each increment being R20. The above concession, I thought, would compensate officers for their losing the privilege of acting in higher classes whenever opportunities occurred, but when I made this alternative proposal I never for a moment thought that the appointment of outsiders would be restricted to the lowest grade, as has been ruled by the Accountant General in the case of Mr. Flanagan, who, when drawing R400 as Assistant Inspector, was made to act as Head Master of the Mangalore College. He was then allowed to draw only R300, the maximum pay of the third class (*vide* this office letter No. 14641, dated 24th December 1891). It is impossible to work the scheme satisfactorily so long as not only acting promotions from class to class, but also the appointment of outsiders in the first instance to higher classes are prohibited. In the face of these restrictions the alternative scheme proposed by Dr. Duncan meets with my approval, for I understand that, under his scheme, not only acting promotions carrying allowances will be allowed, not necessarily in the class next above but it any class as is the case in the Graded Service, but also that outsiders may be appointed to any class for which they may be considered competent. These two conditions are absolutely necessary for the successful working of the scheme If the former condition is absent, it will not be possible to reward officers in the department for good service in a satisfactory manner. The absence of the second condition will nullify the policy of the Government of India which requires the department to encourage distinguished Municipal, Local and private educationists by appointing them to suitable grades in the Provincial Service.

* *Vide* G.O., No. 561 (Educational), dated 5th August 1890.

4. I find that Dr. Duncan has substituted fixed salaries in place of progressive salaries. This is not the place to discuss the comparative merits of the two systems. When the scheme now in force was first proposed, I held, and I still hold, that the progressive system is more advantageous from an administrative point of view than the fixed system. The system of progressive salaries gives the head of the department the means of rewarding deserving men

and punishing the undeserving, for the increments may be regulated according to article 166 of the Civil Service Regulations, and the system is therefore desirable in the interests of discipline; but at the same time I admit that it involves undue complications in the arrangement of acting appointments and its financial working is most intricate. In the present case, however, I do not raise any objection to the system of fixed salaries, for by the amalgamation of the Inspection and the Scholastic branches the number of appointments has been increased, and this will, of course, insure quicker promotion to men in the lower grades, and thus compensate for the absence of periodical increments, whilst, if promotions may be made *per saltum*, good officers may be rewarded for exceptionally good work. The rates fixed by Dr. Duncan also meet with my approval. The maximum pay fixed for the highest grade is R600 and is higher than the minimum pay of the fourth class in the Graded Service but compared with what subordinate officers in the Revenue, Judicial, and other branches can rise to, the pay fixed is by no means high. In my letter No. 2240, dated 19th February 1892, I have pointed out the hardships which natives of India appointed to act in the Graded Service are subject to owing to the two-thirds restriction; and so long as this restriction continues, the Graded Service will not have the same attractions for the Upper Subordinates who are natives of India as it has for those recruited in England. In these circumstances, I fully approve of the maximum pay being fixed at R600.

5. The inclusion of the post of Deputy Superintendent, Reformatory school, is in accordance with my original intention. The reason why it was not included in the original scheme was the fact that the organization of the school was not settled finally when the scheme was proposed. Dr. Duncan, I notice, has omitted the post of Superintendent, Presidency Training School for Mistresses. I would on the other hand, recommend strongly the inclusion of not only this post but also that of Art Instructor, School of Arts. The fact that these appointments have hitherto been filled by nominees of the Secretary of State is no valid argument against their inclusion. There are distinct advantages in their being included, for their inclusion will avoid demands for increase of pay and new agreements being made after the expiry of the term of contract, as has been the case with Messrs. Havell and Hall. In his letter No 11520, dated 1st October 1891, Dr. Duncan adduced as a reason for removing the post of Superintendent, Presidency Training School for Mistresses, from the Upper Subordinate Service, the fact that the first appointment would require the person selected for the post beginning from the lowest service; but this objection does not hold good so far as the new scheme is concerned, as each grade is to be treated as a distinct class. In the letter referred to above Dr. Duncan recommended that a salary of R400—10—500 be offered to the new Superintendent. I do not know what salary has actually been offered by the Secretary of State; but, if the post is to be included in the scheme, an extra appointment on R400 should be provided. The post of Art Instructor, School of Arts, carries with it a pay of R400. There is an additional reason why this post should be included. The present incumbent, it is true, was appointed by the Secretary of State under an agreement for a term of five years which has already expired; but I do not think that the rapid advance of artistic education in India will necessitate the filling up of this appointment always by the Secretary of State. The present incumbent, Mr. E. Holder, is himself an Eurasian. In this connection I would request that the designation of the post held by Mr. Holder, be changed from that of Art Instructor to that of First Assistant, School of Arts, so as to be in keeping with the designations in other institutions. The addition of the two appointments noted above will involve only an additional expenditure of R33⅓ per mensem as shown in the margin. Since Dr. Duncan addressed Government on the subject, three of the officers on the R200 to R300 grade have earned increments; and as, according to the proposed scheme, they will have to be placed in the last class, they will be losers unless they are given personal allowances. This will not, however, exceed R50 per mensem; and will not be a permanent item of expenditure as these officers will soon be promoted to a higher grade. The new scheme is likely to improve in every way the status of the officers, and I trust, therefore, that the slight extra expenditure will not be considered an objection to its being approved by Government.

	R
Average cost of sanctioned scale including post of Superintendent, Presidency Training School for Mistresses, as shown in paragraph 4 of letter No. 14642, dated 24th December 1891	10,066⅔
Add post of Art Instructor, School of Arts	400
TOTAL .	10,466⅔
Average cost of proposed scale excluding post of Superintendent, Presidency Training School for Mistresses, as shown in paragraph 5 of letter quoted above	9,700
Add posts of Superintendent, Presidency Training School for Mistresses, and Art Instructor, School of Arts .	800
TOTAL	10,500

6. As regards the name by which the service to be formed is to be designated, I see no reason to endorse Dr. Duncan's remarks. The designation proposed by me is in accordance with the modes of distinguishing the officers in the department only. Now that the Inspection and Scholastic branches are proposed to be amalgamated, the word " Scholastic branch " should be omitted, the branch of the service being called merely the " Upper Subordinate Service;" but any changes in the designation can only be temporary, pending the final orders on the proposals of the Public Service Commission.

7. I am glad to find that Government has determined not to reduce the maximum pay in the Lower Subordinate Service. I am strongly of opinion that the maximum pay should not be below R200. I am about to address Government further on the Lower Subordinate scheme.

8. In conclusion, I beg to request that the very early sanction of the Secretary of State may be sought for the new scheme, subject to such of the alterations proposed above that meet with the approval of Government.

From the Officiating Secretary to the Government of India, Home (Education) Department, No. 129, dated Calcutta, the 26th March 1892.

ORDER THEREON, Mis. No. 411 (Educational), dated 30th May 1892.

The former of the two letters read above contains Mr. Grigg's views upon Dr. Duncan's scheme for amalgamating the Assistant Inspectorate with the Upper Subordinate Service, Scholastic branch, into one graded service ; the latter contains a request from the Government of India for a detailed scheme for the reorganization of the superior ranks of the Educational Service.

2. Dr. Duncan's proposals cannot be considered apart from the scheme relating to the superior portion of the service, and the letter from the Government of India will therefore be referred to the Director of Public Instruction with the request that he will furnish the scheme called for therein, and will connect it with that concerning the Upper Subordinate Service already submitted.

3. Meanwhile, the Government will defer passing orders upon this last scheme, but there are a few points in connection with it which call for remarks :—

(*a*) Mr. Grigg accepts Dr. Duncan's proposals on the understanding that " not only acting appointments carrying allowances will be allowed, not necessarily in the class next above, but in any class as is the case in the Graded Service, but also that outsiders may be appointed to any class for which they may be considered competent."

Dr. Duncan, it is observed, recommended that acting promotions should be allowed, and by this it is understood that he intended that each grade should be treated as a distinct class for the purposes of Article 155, Civil Service Regulations ; if each grade be so treated, it seems to follow that Article 156, Civil Service Regulations, will not be applicable, that is to say, that appointments need not necessarily be made to the lowest grade.

The Accountant General will be requested to state whether this last conclusion is correct.

(*b*) Mr. Grigg further wishes to include in Dr. Duncan's amalgamated Graded Service the posts of Art Instructor in the School of Arts and of Superintendent of the Presidency Training School for Mistresses. There is no objection to the inclusion of the former post ; as to the Superintendentship of the Training School, it had better be left to be dealt with under the principles adopted for the portion of the Educational Provincial Service to be recruited in England.

(*c*) Mr. Grigg proposed to treat the post of Superintendent of the Presidency Training School for Mistresses as carrying a salary of R400 *per mensem* ; the Director will have observed from G.O., dated 4th May 1892, No. 357 (Educational), that a successor to Miss Pratt has been engaged on the same terms as that lady, *i.e.*, on R300 *per mensem plus* R50, conveyance allowance.

(*d*) There is no objection to Mr. Grigg's proposal to change the designation of the Art Instructor to " First Assistant, School of Arts."

(True Extract.)

J. F. PRICE,
Chief Secy. to the Govt. of Madras.

To the Director of Public Instruction.
" Accountant General.

G. O., dated 29th June 1892, Mis. No. 493 (Educational).

Read the following letter :—

From T. W. Rawlins, Esq., Accountant General, Madras, to the Chief Secretary to the Government of Madras,—No. 1804, dated 17th June 1892.

With reference to paragraph 3 of the Proceedings of Government, Educational Department, No. 411, dated the 30th May 1892, I have the honour to state that if each grade of the Upper Subordinate Educational Service be treated as a distinct class as in the case of District Munsifs [*vide* rule (2), article 155 of the Civil Service Regulations, second edition], the provisions of article 156 will not be applicable.

Order thereon.

Recorded.

(True Extract.)

J. F. PRICE,
Chief Secy. to the Govt. of Madras.

Copy to the Director of Public Instruction for information.

Read also the following papers :—

From D. Duncan, Esq., M.A., D.Sc., Acting Director of Public Instruction, Madras, to the Chief Secretary to the Government of Madras,—No. 11029, dated 11th August 1892.

I have the honour, in reply to G. O. No. 411, dated 30th May 1892, to submit herewith a complete scheme for the reorganization of the superior ranks of the Educational service.

Part I.

2. *Recommendations of the Public Service Commission.*—Before entering, however, into the details of the scheme, I wish to make few general observations on the recommendations of the Public Service Commission with reference to the Education Department, seeing that the scheme now presented to Government has been based generally on these recommendations so far as they have been approved by the Secretary of State in his Despatch under date 28th January 1892. The head of the Education Department has not hitherto had an opportunity of submitting his views on the recommendations of the Commission.

3. *The Graded Service and the Service proposed in its stead.*—The first and most important proposal of the Commission refers to the abolition of the graded service. The objections to the graded service as set forth in paragraph 99 of the Public Service Commission's report seem to me to have little weight, and I am not prepared to endorse what the Commission has said on the matter. So far as this province is concerned, the graded service has succeeded in attracting several men of high academical distinctions, and not a few specialists. In a few cases, no doubt the appointments have not come up to the expectations of the department, but the same may be said of every department recruited in England. What the report says about a closed Educational service is equally true, but not more true of all the other higher public services. Be this as it may, I take it that it has been definitely settled that the present graded service is to give place to one differently constituted, and I now proceed to consider the constitution of this new service and the relation in which it is to stand to the other branches of the Educational Department. The Secretary of State in his Despatch has stated the general rules which should be followed in recruiting the new services. These are (1) to engage Educational officers in England for short terms in the majority of cases, giving to Government the option, if the officers are willing and are found competent, of prolonging their services or of refusing to prolong them, (2) to offer such terms as will secure the services of specialists, without necessarily confining first appointments to the lowest grade. The first of these two conditions is not new. Appointments to the graded service are for terms of five years in the first instance, this period being regarded as probationary ; but, as stated by the Secretary of State (*vide* paragraph 3 of his Despatch), the rule as regards probation has hitherto practically remained a dead letter. As regards the second condition, it is likely that older men, with some educational experience at home, may be induced to come to India on being offered, in the first instance, the salaries attached to the higher grades ; but it is too much to expect that any salary the Government will be able to offer will tempt scholars and scientific men of European reputation to give up their work in Europe and begin their career anew in this

country. Moreover, while it is true that India affords scope for European specialists, such men cannot be expected to carry on original investigation to any large extent and at the same time do full justice to their professorial duties, which take up more time in this country than similar duties do at home. Further European experience in educational matters is of less value in India than in Great Britain. The cleverest don from Oxford or Cambridge may prove a failure as an Indian educationist. Our best men are those who have had *Indian* experience, and for the majority of appointments we want young men with proper preliminary qualifications, who are able to benefit by experience, and thus become qualified for educational work in this country. While, therefore, I am not prepared to admit that the graded service has proved a failure, I allow that the system of recruitment proposed to be substituted for it has certain advantages. Under the system of short-term appointments, the condition as regards probation will be given full effect to. This will enable the Government to get rid of men who are found not thoroughly qualified for their work, without incurring pensionary liabilities. I note, however, the assurance given by the Secretary of State in paragraph 3 of his Despatch, that these short-term appointments will not stand in the way of officers recruited in England being employed permanently. Such an assurance is necessary, for, without it, it will not be possible to attract men of superior qualifications. I believe also that I am right in assuming that officers re-appointed after the expiry of five years will be allowed to count the probationary period as qualifying for pension. This condition is also essential if the service is to prove attractive. The new system has the further advantage that it provides for higher salaries being attached to appointments carrying greater responsibilities. Under the present system the anomaly often occurs of a Principal of a college who has to perform, in addition, the duties of a professor drawing less pay than other Professors in the same college. I would also point out that the graded service does not embrace all the superior appointments in this province. Some of these superior appointments, such as those of Principal, Teachers' College, Principal, College of Agriculture, and Superintendent, School of Arts, are not in the Graded Service. The most recently created appointments, namely, the Professorship of Physics in the Presidency College and the Principalship of the Law College, also lie outside the Graded Service, being short-term appointments. In recommending the abolition of the Graded Service, the Commission suggested its retention so far as existing officers engaged on that system are concerned, so that their interests might not be prejudicially affected. This proviso must be carried out, unless it can be shown that none of the present members of the service will be injuriously affected by its immediate abolition. But if it can be shown that none will suffer, but that some will gain, by the immediate substitution of the new for the old system, the latter may be abolished at once.

Extent of European and Native Elements in the Education Service.—Intimately connected with the recommendation relating to the abolition of the graded service is that relating to the employment of a large number of men recruited in this country in some of the higher appointments hitherto held by men recruited in England. This recommendation, so far as the Inspecting agency is concerned, is merely a reiteration of the recommendation of the Education Commission (No. 12, Chapter VII). The reorganization of the Inspecting agency which took effect on the 20th December 1888 [*vide* G.O., No. 542 (Educational), dated 29th September 1887], was the direct outcome of the recommendation of the Education Commission. The number of European Inspectors was reduced from 7 to 3; one Inspectorship was given to a native of India, and a new class of officers, known as Assistant Inspectors, was created, to be officered by men recruited in India. While acknowledging that several very capable men have been found in this country to fill the ranks of Assistant Inspectors, I cannot for a moment support the recommendation of the Commission that the Inspecting agency should be entirely recruited in India. The entire elimination of the European element would be productive of serious consequences. Administrative efficiency being the first consideration, it is of the utmost importance to retain the European element in the Inspectorate, though not perhaps to the same extent as hitherto. The Secretary of State in his Despatch (*vide* paragraph 6) suggests that at least one-half of the Inspectorships should be transferred to the Provincial service. This recommendation it is possible to carry out, and in my scheme for the recruitment of the Provincial Service submitted below, I have proposed that two out of the four Inspectorships, instead of one as at present, should eventually be held by officers locally recruited. The Commission also recommended the reduction of the English agency in colleges and the gradual withdrawal of Government from collegiate education; but at the same time it emphasised the need for the maintenance in each Presidency of at least one college with a staff of Professors capable of teaching up to the highest European standards under a European Principal. In this province the policy of Government withdrawing from all direct

part in secondary education has been carried out more speedily and successfully than in any other province of India. It is noteworthy that out of 34 Arts colleges in Bengal on the 31st March 1891, 11 were maintained by Government and seven were aided institutions, whereas in this Presidency Government colleges were represented by 5 and aided by 24. There are at present only four Government colleges, the college at Calicut having been abolished quite recently. Of the four three are of the first grade, and two of these three—the Kumbakonam and Rajahmundry colleges—though under European Principals, are for the rest entirely staffed by lecturers and assistant lecturers appointed in this country, and almost entirely composed of natives. In the Presidency College the European element in the professorial staff is, as it should be, very strong. Of the eight professorships attached to the college, only one—the Professorship of Mathematics—is held permanently by a native of India. Including the two professorships in the College of Engineering, which are also held by men recruited in England, there are altogether ten professorships. The question is—What is to be the future proportion of professorships to be held by officers recruited in England and by officers recruited in this country? Without entering into a discussion of the comparative merits of the Indian and the English graduates, I may safely remark that, so far as instruction in English and in Physical and Natural Sciences is concerned, it will not be possible for a long time to dispense with European Professors. This remark applies with special force to the teaching in English; for, in the other subjects, it may be possible for natives of India educated in European Universities to reach the same standard of scientific attainment as European graduates. Of the two Mathematical chairs—one in the Presidency College and the other in the College of Engineering—one should be filled by a Cambridge wrangler, while the other might be reserved for a native of India. The chairs of Sanskrit, Philosophy and History might also be ordinarily filled by gentlemen recruited in this country. I include under those recruited in this country native gentlemen educated in European Universities, whom the Education Commission specially recommended for employment in the superior ranks of the service. The supply of men of this class is no doubt insufficient, but it is likely to increase. The Professorships of Mathematics, History, Sanskrit, and Philosophy have been held with credit, either permanently or temporarily, on several occasions, by natives of India. In the scheme submitted below, however, I have included only three professorships in the Provincial Service, taking for granted that one Professorship of Mathematics and Professorships of History and Philosophy will be filled sooner or later by officers locally recruited. I have not included the Professorship of Sanskrit, for I believe Government intends appointing Dr. Hultzsch as Dr. Oppert's successor when the latter retires.

I am more concerned with the number of professorships that may be filled up in this country, than with the particular professorships that may be so filled up. Circumstances change, and it may be found that one of the professorships ordinarily filled by a man appointed in England can with advantage be filled by a man appointed in this country, while no proper local candidate can be found to fill one of the chairs usually filled by a man appointed in this country. I would therefore strongly recommend that no absolute rule should be laid down to the effect that such and such specified chairs shall belong to the Superior Service, and such and other chairs to the Provincial service. Enough for the present to fix the *number* of chairs that shall be filled by men engaged in Europe and the *number* that shall be filled by men engaged in India.

5. *Interchangeability of Inspectors and Professors.*—The recommendation of the Public Service Commission relating to the distinction to be maintained between the Teaching or Professorial agency and the Inspecting agency is also a reiteration of a similar recommendation made by the Education Commission. The recommendation of the Public Service Commission on this point is—"That the inspection of schools and colleges should be carried on by an agency entirely different from the teaching staff and recruited from a different source." So far as this province is concerned, the principle underlying this recommendation has for the most part been followed. The staff of Inspectors has been kept, as far as possible, distinct from that of Professors, and only in exceptional circumstances has an interchange of appointments taken place. It is true that all the European Inspectors in this province have been some time or other engaged in teaching; but there have been very few instances of men who, when once entered upon inspecting work, have reverted to teaching work. Officers who have come to India as Professors of a special branch of physical or natural science do not look forward to one day being appointed Inspectors of Schools. While this has been the general course followed in this Presidency, it is not feasible, nor, if feasible, is it desirable, to draw a hard-and-fast line between the two agencies and thus prevent an interchange of duties between Professors

and Inspectors. It is of importance that the Superior Inspecting officers should be men of wide culture and high academical distinction, and such men can more readily be found among the class of Professors than elsewhere. I would strongly deprecate any arrangement by which men, whether recruited in India or in England, should have to begin their official career as Inspecting officers. To make a good Inspecting officer, one must have been for some time engaged in teaching and in the management of schools or classes. Inspecting officers must be recruited from among teachers. Moreover, as under the new system promotions to the higher grades depend upon change of appointments, Professors who show a capacity for administrative work should be allowed an opportunity of acting as Inspectors. I would also point out that this particular recommendation of the Commission is contrary to the principle laid down by the Government of India in its Resolution No. 10—300-310, dated 11th September 1886 [*vide* G. O., Nos. 719—720, Educational, dated 12th November 1886] regarding the appointment of Director of Public Instruction. In that Resolution (*vide* paragraph 5) it is distinctly stated that "efforts should be made to pass a certain number of Educational officers regularly through the grades of Professor, Principal and Inspector, in order that they may gain a thorough knowledge of the duties which devolve on the holders of each of these classes of appointments." In the same resolution the Government of India emphasises the importance of providing that one appointed to the post of Director of Public Instruction should have had an opportunity of gaining administrative experience both as Principal and Inspector. For these reasons I do not look upon this particular recommendation of the Public Service Commission as a sound one.

I have stated briefly my views on the important recommendations of the Commission, and have shown how far these can be made applicable to Madras. I now proceed to lay before Government the scheme for the reorganization of the Department with reference to the general principles enumerated above.

Part II.

6. *Three distinct Services.*—I propose that all officers of the department be brought under three distinct services—(1) Superior Service, (2) Provincial Service, (3) Subordinate Service. The Superior Service should consist of officers recruited in England. The service that is proposed to be substituted for the Graded Service is not referred to by any definite designation in the Secretary of State's Despatch. I believe the term "Superior Service" is more appropriate than "Imperial Service," or "European Service," or "Service recruited in England." The Provincial Service should be filled up by officers recruited in India, and should consist of appointments carrying R200 per mensem and over. This is in accordance with the recommendations of the Government of India and the Secretary of State. All appointments carrying pay less than R200 per mensem should be included in the Subordinate Service. In submitting a revised scheme for the Upper Subordinate Service (*vide* my letter, No. 14642, dated 24th December 1891), I objected to the term "Upper Subordinate" being applied to officers drawing over R200. Mr. Grigg considered that the term should remain unchanged till the complete reorganization of the department in reference to the recommendation of the Public Service Commission took effect. Now that the Government of India has approved of all appointments of the value of R200 and above being included in the Provincial Service, I see no longer any reason for the retention of the term "Upper Subordinate Service."

Vide paragraph 5, last clause, Despatch from the Government of India, to the Secretary of State, No. 17 (Public), dated 25th March 1891, and paragraph 2 of the Secretary of State's Despatch No. 9, dated 28th January 1892.

7. *Constitution of the Superior Service.*—With reference to the constitution of the Superior Service, I propose that it should include all the appointments now comprising the Graded Service with the exception of three Professorships and two Inspectorships to be transferred to Provincial Service (*vide* paragraph 4 above), and also other appointments not in the Graded Service which are usually filled by officers specially selected in England. The total number of appointments in the Graded Service is 15, consisting of three Principals of First-grade Colleges, four Inspectorships and eight Professorships. The other superior appointments are three Principals (the Principals of the Law College, of the College of Agriculture and of the Teachers' College); one Superintendent, Superintendent (School of Arts); one Professor (Professor of Physics, Presidency College); two Inspectresses of Girls' Schools; two Vice-Principals of Colleges (Teachers' College and College of Agriculture); one Artistic Instructor (School of Arts); one Superintendent (Presidency Training School for Mistresses).

The total number of appointments is, therefore, 26. Excluding three Professorships and two Inspectorships proposed to be transferred to the Provincial Service, and including the appointment of Director of Public Instruction, the Superior Service will consist of 22 appointments. I have omitted from the list the appointment of Principal, College of Engineering, as this has hitherto always been held by a Royal Engineer of the Department of Public Works. Mr. Grigg, in his letter No. 7321 of 9th November 1885, embodied in G.O. No. 328 (Educational), dated 27th May 1886, proposed that in future this appointment should be held by an officer belonging to the regular Educational Department. This proposal, however, was not finally approved, by' Government (*vide* paragraph 3 of Government order quoted above). For the present, therefore, the Principalship of the College of Engineering may be considered as a special appointment.

In the statement below I have arranged the 22 appointments in the order of their importance and have also shown the pay proposed to be attached to each appointment:—

Number of appointments.	Designation of appointment.	Proposed scale.
		R
1	Director of Public Instruction	2,000—100—2,500
2	* Senior Principal (Presidency College) * Senior Inspector	1,250—50—1,500 1,250—50—1,500
3	Principal, Law College * Ditto, Rajahmundry College * Ditto, Kumbakonam College	1,000—50—1,250
10	*1 Inspector 1 Principal, College of Agriculture 1 Ditto, Teachers' College 1 Superintendent, School of Arts *5 Professors 1 Professor	500—50—1,000
1	Inspectress of Schools (Senior)	500—20—600
5	1 Inspectress of Schools (Junior) 1 Vice-Principal, Teachers' College 1 Ditto, College of Agriculture 1 Assistant Superintendent, School of Arts 1 Superintendent, Presidency Training School for Mistresses	400—20—500

* These appointments are at present included in the graded service.

8. *General remarks on the appointments included in the Superior Service.*—Before considering the financial effect of the scheme, a few words of explanation are necessary as regards certain of the appointments included in the Superior Service and the pay proposed for them. I have included the post of Director of Public Instruction in the service, as the Government of India, in its Resolution No. 10—300-310, re-affirms the principle that if duly qualified educational officers are available, the post should not be conferred on an outsider. Rather than that this latter course should be resorted to, the Government of India expresses the opinion that an educational officer from some of the other provinces should be sought for to fill the appointment. I have fixed the pay of the appointment at R2,000—100—2,500, this being the pay of the Director in Bombay and in Bengal. I trust that Government will see its way to recommend the increase of pay, taking into consideration the enormous development of education in this Presidency and the high position occupied by Madras when compared with the other provinces of India. It should also be borne in mind that, unlike in the other provinces, the Director of Public Instruction in Madras has to perform the duties of Commissioner for the Uncovenanted Civil Service Examinations. These duties in former days were not heavy, but in recent years the technical examinations which are under his control have added largely to his work. Still more recently there has been imposed on him the management of the Primary School, the Lower Secondary and the Upper Secondary examinations. The appointment of Director is one which will rarely be filled by an educational officer of less than 20 years' service. As the increments extend over five years, this will give an educational officer appointed to the Directorship an opportunity of reaching the maximum pay within the period of his service. Next in order of precedence come the appointments of Senior Principal (Presidency College) and Senior Inspector. In the Graded Service there is only one appointment on R1,250—1,500; but if the Senior Inspector is to be placed on the same footing as the Senior Principal in accordance with the recommendations

of the Secretary of State, there should be no difference in the pay. Hence the pay of these appointments is made identical. The next three appointments are also Principalships of colleges. The post of Principal, Law College, is not included in the Graded Service. The pay of this officer is fixed at R1,200 at present. I think competent men can be had on an initial pay of R1,000, rising to R1,250. The Principalships of the Kumbakonam and Rajahmundry Colleges, which are now held by graded officers, are, in the new scheme, placed on a higher footing than Professorships. This, too, is in accordance with the recommendations of the Secretary of State. The Secretary of State, in paragraph 6 of his Despatch, suggests that a special pay of R250 to R500 per mensem should be attached to the office of Principal on account of the extra work and responsibility falling on the professor who undertakes this work. I am not in favour of special allowances being offered to Principals; but, considering the onerous nature of their duties, it is but right that they should be allowed higher fixed salaries; hence the proposed pay of R1,000—1,250 for the three Principals. For the next grade of appointments, altogether ten in number, it is proposed to allow a salary of R500—1,000. These ten appointments include six Professorships, one Inspectorship and three heads of Institutions. The following recommendation is made by the Secretary of State as regards the pay of Professors:—

"As with one exception, the Educational Departments of the Indian Provinces are very small, promotion is slow and the advance from the fourth to the third grade is long deferred, I am inclined to think that the Indian Professoriate would be placed on a better footing if all Professors were allowed to rise in ten years' service to a salary of R1,000 per mensem. The probationary five years would either be passed on a salary of R500 rising to R750 by yearly increase of R50 per mensem or might carry a fixed salary of R600 or R700 per mensem."

In accordance with the above recommendation, I propose that the Professors should draw salaries of R500 rising by annual increments of R50 a month during the first five years, and subsequently, on confirmation, by the same annual increments until a maximum of R1,000 has been reached. The Senior Inspectorship and the Principalships of Arts Colleges will, of course, be ordinarily open to these officers; and as there are four such appointments, there is not likely to be much difficulty in Professors who have put in a service of ten years being promoted either temporarily or permanently. For obvious reasons, the Junior Inspector in the Superior Service should be placed on the same footing as the Professors. In including the appointments of Principal, College of Agriculture, Principal, Teachers' College, and Superintendent, School of Arts, in the R500—1,000 grade, I have of course taken into consideration the present pay of these appointments, which is nearly the same as the proposed scale.* I have left undisturbed the pay of the Senior and Junior Inspectresses of Girls' Schools. These appointments are included in the Superior Service, for it is not possible in the present state of female education to fill them by officers recruited in India. The Veterinary Vice-Principal, College of Agriculture, and the Vice-Principal, Teachers' College, are also proposed to be included in the Superior Service, as the qualifications necessary for these appointments are, more or less, of a special nature. Not only will the Principalships of their respective colleges be open to these officers, but if they are men of academic distinction, their promotions are likely to lie in the Professorial line as well. For these reasons I have not disturbed the pay of these appointments. The remaining two appointments included in this service are those of Assistant Superintendent, School of Arts, now called Artistic Instructor, held by Mr. E. Holder, and of Superintendent, Presidency Training School for Mistresses, to which Miss Arnold has been appointed recently by the Secretary of State. These two appointments have hitherto been reserved for officers appointed by the Secretary of State, and I strongly recommend the continuance of the same course. I find that Mr. Grigg, in his letter No. 4236, dated 25th March 1892, proposed to include the appointment of Artistic Instructor in the Upper Subordinate Service, as he thought that the rapid advance of artistic education in India would not necessitate the filling up of this appointment always by the Secretary of State. I do not agree with Mr. Grigg on this point. Artistic education in India is quite in its infancy, and I doubt very much whether, even within the next two decades, Indian Schools of Art will have advanced to such an extent as to produce superior teachers in Art of the stamp trained at South Kensington or in any other English Art institution. The present incumbent

	Present pay. R	Proposed pay. R
* Principal, College of Agriculture, (G. O. No. 716 (Educational), dated 13th November 1889)	500—900	500—1,000
Principal, Teachers' College, [*vide* G. O. No. 217 (Educational), dated 11th March 1892]	600—1,000	
Superintendent, School of Arts	500—1,000	

came under an agreement for five years and his term ended on the 24th April 1891. It is necessary, therefore, to re-engage his services, and, in doing so, I would recommend that his pay be fixed at R400 to R500, instead of at R400, his duties being analogous to those of the Vice-Principals of the Teachers' College and the College of Agriculture. The officer filling the post of Artistic Instructor has not the same chances of promotion as the other officers; for being a specialist, he can only look forward to one appointment—that of Superintendent of the School of Arts. The increased pay recommended is, I consider, therefore easonable. In passing, I would suggest that the designation of the appointment be changed rom "Artistic Instructor" into "Assistant Superintendent, School of Arts." Mr. Grigg proposed the designation "First Assistant, School of Arts," and Government, in its Order No. 411, dated 30th May 1892, did not object to the change proposed. The term "Assistant Superintendent" was the one recommended by Mr. Havell and seems to me to be more suitable than that of First Assistant. As regards the post of Superintendent, Presidency Training School for Mistresses, Government has already decided that it should be dealt with by the Secretary of State [paragraph 2 (*b*) of G.O., No. 411, dated 30th May 1892]. The post of Superintendent, Training School for Mistresses, was included by Mr. Grigg in the Upper Subordinate Service, and he proposed that the appointment should carry with it a pay of R400—500, as he was of opinion that the salary given was not adequate for the post. Government approved of Mr. Grigg's proposal [G.O., No. 561 (Educational), dated 5th August 1890], and it was even finally approved by the Secretary of State [G.O., No. 337 (Educational), dated 6th May 1891]. In my letter No. 11520, dated 1st October 1891, requesting the appointment of a successor to Miss Pratt, I also recommended that the pay of the appointment should be R400—500. The Secretary of State, however, has appointed Miss Arnold on the same terms as regards pay and allowances, conditions of service, etc., as those specified in the agreement with the late Miss Pratt. She, therefore, gets R300 + 50 carriage allowance. I beg strongly to recommend, for reasons already assigned by Mr. Grigg, that the pay should be fixed at R400—20—500. The Superintendent will then be on the same footing as the Junior Inspectress of Girls' Schools and the Vice-Principals of the Teachers' College and the College of Agriculture. If my recommendation, as regards increased pay, is sanctioned, I would propose that it come into force only after Miss Arnold's completion of her five years' term of agreement. Government will, therefore, not incur the increased charge immediately.

9. *Financial effect of the Superior Service.*—I now proceed to consider the financial effect of the scheme, and in doing so, I shall take into consideration, first, the appointments in the graded service that are proposed to be absorbed in the Superior Service, as these appointments cannot be treated of separately. There are altogether 15 appointments in the graded service, and as five of these are proposed to be transferred to the Provincial Service only 10 appointments belonging to the former service are included in the Superior Service. In the accompanying statement the present and proposed distribution of the 15 and 10 appointments, respectively, are shown and the cost compared :—

Distribution of 15 appointments in the Graded Service.		Average cost of appointment.	Proposed distribution of 10 appointments in the Superior Service.		Average cost of appointment.
	R	R		R	R
1 Appointment .	. 1,250—1,500	1,416⅔	2 Appointments	. 1,250—1,500	1,416⅔
2 Appointments	. 1,000—1,250	1,166⅔	2 Ditto	. 1,000—1,250	1,166⅔
4 Ditto .	. 750—1,000	916⅔	6 Ditto	. 500—1,000	833⅓
8 Ditto .	. 500—750	666⅔			
15 Appointments—Average cost . . .	12,750	850	10 Appointments—Average cost . .	. 10,166⅔	1,017

The proposed reduction and re-distribution, therefore, results in a saving of R2,580 per mensem. As regards the five appointments—three Professorships and two Inspectorships—transferred to the Provincial Service, I beg to propose that the allotment of salaries be as indicated in the margin. In fixing the salaries of these five appointments which are proposed to be added on to the Upper Subordinate Service to be hereafter called the Provincial Service, I have had in view the recommendations made by the Government of India as well as the Secretary of State. The Government of India, in paragraph 5 of its Despatch to the Secretary of State, No. 17, dated 25th March, says :—

	R
1 Appointment	700
2 Appointments	600
2 Ditto	500

"The pay of the Subordinate Educational Service varies in different provinces. It is highest in Bengal, where a maximum of R500 a month is given . . . So far

as Bengal is concerned, we recommend that two more grades be added—one on R600 and the other on R700 a month—for those Professors and Inspectors who are not to be recruited from England. It would be necessary to make a similar addition to the grades in the other provinces on higher pay than is now given to the senior subordinate officers."

This recommendation has been generally approved by the Secretary of State, and hence its adoption with reference to the Provincial Service proposed for this Presidency. The maximum pay of the Upper Subordinate Service is R500. In the revised scheme proposed in my letter No. 14642, dated 24th December 1891, I recommended that the maximum pay should be fixed at R600. As the appointments noted above carrying with them salaries ranging from R500 to R700 are proposed to be added to the Upper Subordinate Service, I am not now anxious to press for another 600 rupees appointment in the service. I shall refer to this point again later on. The cost of the five appointments transferred to the Provincial Service will be R2,900, and this will be met by the saving of R2,580 shown above, thus leaving an excess charge of R300 per mensem, approximately, to be incurred hereafter. In the accompanying statement the present and proposed salaries of appointments other than those included in the present Graded Service are compared :—

Designation of appointment.	Present scale.	Average.	Proposed scale.	Average.	Increase.	Decrease.
	R	R	R	R	R	R
Director of Public Instruction	2,000—50—2,250	2,166⅔	2,000—100—2,500	2,333⅓	166⅔	...
Principal, Law College	1,200	1,200	1,000—1,250	1,166⅔	...	33⅓
Principal, College of Agriculture	500—900	766⅔	500—1,000	833⅓	66⅔	...
Principal, Teachers' College	600—1,000	866⅔	500—1,000	833⅓	...	33⅓
Superintendent, School of Arts	500—1,000	833⅓	500—1,000	833⅓	...	...
Professor of Physics, Presidency College.	500—700	633⅓	500—1,000	833⅓	200	...
One Inspectress of Girls' Schools (Senior).	500—600	566⅔	500—600	566⅔	...	...
One Inspectress of Girls' Schools (Junior).	400—500	466⅔	400—500	466⅔	...	...
One Vice-Principal, Teachers' College.	400—500	466⅔	400—500	466⅔	...	...
One Vice-Principal, College of Agriculture.	400—500	466⅔	400—500	466⅔	...	...
One Assistant Superintendent, School of Arts.	400	400	400—500	466⅔	66⅔	...
One Superintendent, Presidency Training School for Mistresses.	350	350	400—500	466⅔	116⅔	...

The net increased charge according to the above statement is R550 per mensem. Strictly speaking, the R200 increase under the head of Professor of Physics should not be included; for, the pay fixed for this appointment—R500 to R700—is meant only for the probationary period, and will no doubt be increased to R1,000 on the re-engagement of Mr. Jones, the present incumbent of the appointment, as has been done in the case of Messrs. Hall and Havell. I have also not taken into consideration the personal allowance of R250 allowed to Mr. Grigg. The total increased charge, therefore, resulting from the constitution of the Superior Service and the transfer of five appointments to the Provincial Service, will amount to R850 per mensem. The increase, I trust, will not be grudged considering the efficient footing on which the service recruited in England is likely to be placed and the opportunity the whole scheme affords for the employment of a larger number of men recruited in this country in some of the higher appointments.

10. *Effects of proposals on individuals now in the Graded Service and others recruited in England.*—Granting that the proposed scheme will come into effect from the beginning of the next official year, I have drawn up a statement (Appendix A) showing how the individuals in the graded service and other officers recruited in England will be affected by the scheme. With one exception—that is, the case of Dr. Wilson—the scheme proposed will not affect the claims of any officer prejudicially; on the contrary, the prospects of those in the lower grades

will be improved considerably. Dr. Wilson, the Professor of Chemistry, Presidency College, now draws the maximum pay of the 2nd grade, R1,250. In the new scheme he will be entitled to the maximum pay of a Professor, namely, R1,000. I propose, therefore, that his case be treated specially and he be given a personal allowance of R250. There will, however, be no need for the personal allowance if Dr. Wilson succeeds in securing the Senior Principalship. Dr. Oppert, the Professor of Sanskrit, also draws R1,250, but his case need not be considered as he will be retiring before the beginning of the next official year. Dr. Bradshaw, the Senior Inspector, will gain immediately by being appointed to the R1,250—1,500 grade. Messrs. Metcalfe and Stuart have reached the maximum pay of their class, and the former is acting in the 2nd class, and as they will be put on the R1,000—1,250 grade permanently, I would recommend that they start with R1,000, and not be allowed to count the acting service they may have put already in the 2nd class for increments. As regards Mr. Nelson, he, having been appointed only recently, should continue to receive his present pay until he has earned an additional increment under the scheme. Mr. Bilderbeck's case stands thus: He has reached the maximum of the 3rd class, R1,000, and he now acts in the 2nd class on the same pay. Under the new scheme, being a Professor, he will only be entitled to the maximum pay, R1,000. So far as permanent pay is concerned he will not suffer. His further chances of promotion, however, depend upon his being appointed to a principalship. I would add that he has already acted as Principal, Kumbakonam College.

None of the other officers included in the R500—1,000 grade will suffer by the proposed scheme; on the contrary, the junior officers of the graded service will have their position considerably improved, for, under the existing rules, officers in the 4th class can be promoted to the 3rd class and rise to a maximum of R1,000 only by the occurrence of vacancies, whereas under the new scheme they will, if their service is approved, reach the maximum of R1,000 in the 11th year, irrespective of vacancies. The time these graded officers have served permanently in the 3rd or 4th class may be allowed to count towards increments under the new scheme, and those who have reached the maximum of the 4th class (R750) may draw the first increment after putting in one year's service and the other increments subsequently, till the maximum (1,000) is reached. Mr. Jones, who will have put in three years' service as Professor of Physics, may also be allowed to count this time for increments in the new scheme. A similar concession may be held applicable to Mr. Havell. The Principalship of the College of Agriculture has not been permanently filled up as yet, and the new scale for the Principal, Teachers' College (R600 to 1,000), has not as yet been sanctioned by the Secretary of State. If the latter appointment is, as recommended, included in the Superior Service and made one of R500 to 1,000, Mr. Hall may be regarded as having put in two years' service and be allowed to draw R650 after the expiry of a year.

It will be seen that I have, in Appendix A, included nine Professorships and two Inspectorships instead of six Professorships and one Inspectorship. This arrangement is, however, only provisional till three Professorships and one Inspectorship capable of being filled by men locally recruited fall vacant. For the present these appointments are included in the Superior Service so that the incumbents may not lose in pay. For instance, M. R. Ry P. Ranganathum Mudaliyar, Professor of Mathematics, Presidency College, though a native of India, cannot be transferred to the Provincial Service, for he will lose pay, as he draws now R750, and the proposed maximum pay of the Provincial Service is only R700. The same remarks apply to the Inspectorship held by Mr. Logan; Mr. Logal, moreover, was first appointed by the Secretary of State.

The two Inspectresses, Mrs. Brander and Miss Carr, as also the Vice-Principal, Teachers' College, Mr. Denham, who have already put in some years' service in their respective appointments, should be allowed to count this for increments in the new service. I recommend that Mr. Holder be put on the R400—500 grade immediately the scheme comes into force; Miss Arnold's appointment in the new scheme, however, having effect after her five years' term is completed.

I have shown above that not a single officer will suffer immediately by the scheme proposed, but that, on the contrary, the future prospects of several will be better than they are under the present scheme. In these circumstances, I recommend that effect be given to the scheme from 1st April next.

11. *General Remarks.*—As regards leave and pension, I recommend that the same rules that are applicable to the officers of the graded service should apply to the members of the new Superior Service, but that the Director should be granted an extra pension allowance of

R1,000 per annum. I understand that in the Bombay scheme an extra pension of R2,000 per annum has been recommended on the analogy of the rules now in force for the Public Works Department (G. O., dated 27th May 1884, No. 1329W.) Mr. Powell was granted an additional pension of R1,000. Officers appointed on probation for a certain term, if re-engaged, should be allowed to count their probationary period for leave and pension. Even after re-engagement, it should be left to the option of Government "to require an educational officer recruited in England to retire on the gratuity or pension appropriate to his length of service (being over five years) if it is deemed to be to the public interests that he should so retire though not permanently incapacitated by bodily or mental infirmity." A stipulation to this effect should be entered in all agreements made by the Secretary of State.

In order to give a certain status to officers holding higher appointments in the service, I recommend that the position of these officers in the Warrant of Precedence should be regulated as follows :—

Director of Public Instruction	... ...	No. 50 of the Warrant as at present.
Officers drawing R1,250—1,500 ...	... ...	" 62 of the Warrant.
" " " 1,000—1,250...	... ...	" 72 " "
" " " 500—1,000 ...	... ...	" 77 " "

12. *Organization of the Provincial Service.*—In my letter No. 14642, dated 24th December 1891, I pointed out the unsatisfactory working of the present Upper Subordinate Service and submitted a revised scheme, which seems also to have been fully approved by Mr. Grigg (*vide* his letter No. 4328, dated 25th March 1892). The general principles on which that scheme was based are quite in accord with those sketched by the Government of India and approved by the Secretary of State for the Provincial Service to be recruited in India, and hence I would recommend that the scheme already submitted be approved by Government with the following modifications. In accordance with the remarks made in paragraph 4 above, five new appointments consisting of three Professorships in the Presidency College and two Inspectorships noted in the margin should be added to the 29 appointments proposed to be included in the revised scheme (*vide* paragraph 5 of my letter No. 14642, dated 24th December 1891). The total number of appointments will then be 34; but as the Calicut College has been abolished, and the post of Head Master removed from the Upper Subordinate Service (G.O., No. 402, dated 25th May 1892), I have omitted one appointment on R350 (the Head Master was drawing R300—400). There remain, therefore, only 33 appointments to be included in the Provincial Service. I have also pointed out that, owing to the addition of five senior appointments ranging from R500 to R700, there was no need for the retention of an appointment on R600 in the revised scheme, and that this should be converted into one of R500. If this suggestion is given effect to, the following will be the distribution of the 33 appointments in the Provincial Service :—

	R
1 Appointment . . .	700
2 Appointments . . .	600 each.
2 Ditto . . .	500 "

No.	Class.			Total cost.
		R		R
*1	First-class	on	700	700
*2	Second-class	on	600 each	1,200
*2 } 3 } 5	Third-class	on	500 "	2,500
2	Fourth-class	on	450 "	900
3	Fifth-class	on	400 "	1,200
5	Sixth-class	on	350 "	1,750
6	Seventh-class	on	300 "	1,800
6	Eighth-class	on	250 "	1,500
3	Ninth-class	on	200 "	600
33				12,150

* These appointments are newly added to the Upper Subordinate Service.

Leaving out of consideration the five appointments newly added to the Upper Subordinate Service, the total cost of the remaining 28 appointments is R9,250. I have already considered the financial effect of the five appointments transferred to the Provincial Service, and the statement in Appendix B compares the cost of the remaining 28 appointments in the proposed Provincial Service with the cost of the present Upper Subordinate Service (Scholastic Branch) and the grade of Assistant Inspectors. It will be seen from that statement that by incorporating the 28 appointments belonging to the Upper Subordinate Service and the Assistant Inspectors in the proposed Provincial Service, there is a slight extra cost of R20 per mensem approximately. I have considered carefully the effect of this scheme on the present incumbents, and find that the majority of them will be benefited by it. It may be necessary in one or two cases to grant small personal allowances, but such an arrangement will not be necessary for any length of time; for, the appointments in the Provincial Service being many, vacancies are likely to occur frequently in the higher grades. The five higher appointments added on to the Upper Subordinate Service cannot all, of course, be filled up at present. Four of these will have to remain vacant for three Professors and one Inspector—these appointments, as pointed out in paragraph 10 above, having been included provisionally in the Superior Service. One of them may, however, be filled up by the appointment to it of M. R. Ry. C. Nagoji Rau, Inspector of Schools, Northern Circle. He has already reached the maximum of the fourth class, R500 (⅔rds of R750). Though in this service definite pay is not attached to definite appointments, but to classes, it must be understood that no Professor or Inspector should be appointed on a salary less than R500. I would also suggest that in the case of temporary vacancies in the Superior Service, officers in the Provincial Service may be appointed to act, and that during the period they act they should receive an extra allowance of R100 per mensem. Of course, any permanent changes affecting the distribution of the appointments in the two services should receive the sanction of the Secretary of State.

There is also one slight modification I wish to see carried out in the designation of one of the appointments included in the Provincial Service. Among the higher appointments included in this service is that of Senior Assistant Professor, Presidency College. The present incumbent, Mr. Elliot, is now in the R300—400 grade and draws R360. He shares with the Professor of English in the teaching of all the higher classes, and, like him, he is allowed the help of an Assistant Professor lately sanctioned by Government [*vide* G. O., No. 314 (Educational), dated 9th April 1892] to help in the disposal of paper work. The present designation, therefore, does not adequately describe the real character of his work. At present there are engaged with English one Professor and three Assistant Professors. But Mr. Elliot's work is not like that of the two other Assistants; it is precisely the same in kind as that of the Professor. I recommend, therefore, very strongly, that the designation be changed from "Senior Assistant Professor" to that of "Junior Professor of English." I trust that Government will sanction this change, as it involves no extra cost whatever. Mr. Grigg was also convinced of the anomalous nature of the designation, and had intended addressing Government on the subject in connection with the reorganization of the department, with reference to the Public Service Commission Report.

13. *Conclusion.*—The whole scheme will involve an extra cost of R870 per mensem; and, considering the improved footing on which superior officers recruited in England and in India will be placed, I trust the excess charge will not be grudged. I believe that, when compared with the reorganization schemes in the other presidencies, the one now submitted will be found to be drawn up on economical lines. I request that the Provincial Service scheme should come into effect from the 1st January next. I have already pointed out the unsatisfactory working of the Upper Subordinate scheme (letter No. 14642, dated 24th December 1891), and Mr. Grigg, too, was anxious that the revised scheme submitted by me—which, by the by, with slight modifications noted above, is to constitute the Provincial Service—should come into force at the earliest opportunity (*vide* paragraph 8 of letter No. 4326, dated 25th March 1892). The Superior Service may conveniently come into force from the beginning of the official year. After final orders are received on the scheme herein proposed, a complete scheme for the organization of the Subordinate Service will be submitted.

APPENDIX A.

Superior Service to be recruited in England.

Number of appointments.	Designation of appointments.	Proposed scale.	Present incumbents.	Present pay.	Remarks.
		R		R	
1	Director of Public Instruction.	2,000—2,500	Mr. H. B. Grigg	2,250+250 personal allowance.	
2	1 Senior Principal, Presidency College.	1,250—1,500	Dr. D. Duncan.	1,450	
	1 Senior Inspector	1,250—1,500	„ J. Bradshaw	1,000	
	Three Principals.				
3	1 Principal, Rajahmundry College.	1,000—1,250	Mr. E. P. Metcalfe	1,000	
	1 Principal, Kumbakonam College.	1,000—1,250	„ G. H. Stuart	1,000	
	1 Principal, Law College	1,000—1,250	„ Nelson	1,200	
*14	1 Professor (Chemistry)	500—1,000	Dr. Wilson	1,250	A personal allowance of R250 recommended.
	1 Do. (English)	500—1,000	Mr. Bilderbeck	1,000	
	1 Inspector	500—1,000	„ Marsden	750	
	1 Professor (Mathematics).	500—1,000	„ Runganatham	750	
	1 Inspector	500—1,000	„ Logan	750	
	1 Professor (Biology)	500—1,000	Dr. Bourne	750	
	1 Do. (History)	500—1,000	Mr. Stone	750	
	1 Do. (Engineering)	500—1,000	„ Chatterton	600	
	1 Do. (Mathematics)	500—1,000	„ Middlemast	650	
	1 Do. (Sanskrit)	500—1,000	Vacant	Vacant.	Will be vacant on the 1st April 1893.
	1 Do. (Physics)	500—1,000	Mr. Jones	550	
	1 Head of Institution, School of Arts.	500—1,000	„ Havell	700	
	1 Head of Institution, College of Agriculture.	500—1,000	......	...	Mr. Keess, Acting, R650.
	1 Head of Institution, Teacher's College.	500—1,000	Mr. Hall	600	
1	Inspectress (Senior)	500—600	Mrs. Brander	540	
5	1 Inspectress	400—500	Miss Carr	460	
	1 Vice-Principal, Teachers' College.	400—500	Mr. Denham	420	
	1 Vice-Principal, College of Agriculture.	400—500	......	...	
	1 Assistant Superintendent, School of Arts.	400—500	Mr. Holder	400	
	1 Superintendent, Presidency Training School for Mistresses.	400—500	Miss Arnold	350	The increased pay to take effect after five years' term of agreement is over.

* Fourteen appointments—9 Professors+2 Inspectors+3 Head of Institutions. Out of these, 3 Professors and 1 Inspector only provisionally included in the Superior Service to be transferred to Provincial Service in time.

APPENDIX B.

No.	Proposed Provincial Service.	Salary.	No.	Present Upper Subordinate Service and the grade of Assistant Inspectors.	Salary.
		R		*Upper Subordinate, Scholastic Branch.*	R
1	First class on R700 . .	700	*3	First class on R400—500 each, 3×466⅔ .	1,400
2	Second class on R600 each .	1,200	†5	Second class on R300—400 each, 5×366⅔	1,833⅓
2	Third class on R500 each .	1,000	10	Third class on R200—300 each, 10×266⅔	2,666⅔
3	Do. on R500 " .	1,500	1	Deputy Superintendent, Reformatory School, R200—250	233⅓
2	Fourth class on R450 " .	900		TOTAL .	6,133⅓
3	Fifth class on R400 " .	1,200			
5	Sixth class on R350 " .	1,750			
6	Seventh class on R300 each .	1,800			
6	Eighth class on R250 each .	1,500			
3	Ninth class on R200 " .	600			
				Assistant Inspectors.	
	TOTAL .	12,150	2	First class on R400—500 each, 2×466⅔ .	933⅓
			3	Second class on R300—400 each, 3×366⅔	1,100
	Excluding 5 appointments—1 First class, 2 Second class, and 2 Third class . .	2,900	4	Third class on R200—300 each, 4×266⅔ .	1,066⅔
				TOTAL .	3,100
	Cost of remaining 28 appointments	9,250		GRAND TOTAL .	9,233⅓

* Excluding Superintendent, Presidency Training School for Mistresses.
† Do. Headmaster, Calicut College, lately abolished.

From the Acting Director of Public Instruction, Madras, No. 11490, dated the 20th August 1892.

From the Officiating Under Secretary to the Government of India, Home Department (Educational), No. 267, dated Simla, the 19th August 1892.

From the Private Secretary to the Right Honourable the Governor of Madras, dated 5th December 1892.

ABSTRACT.—Transferring a memorandum from Dr. W. H. Wilson, Ph.D., requesting that he may be granted a personal allowance.

ORDER—dated 21st January 1893, No. 33 (Educational).

The above papers relate to the reorganization of the Educational Department in accordance with the suggestions of the Public Service Commission. Dr. Duncan has now submitted a scheme which has been very carefully thought out and which, while fulfilling the required conditions, involves very little disturbance in the transition from the present organization and only one personal allowance. The Director of Public Instruction is entitled to credit for the manner in which he has dealt with the subject.

2. The Director's proposals may be briefly summarised as follows :—

(*a*) The Educational Department is to be divided into three distinct services called (i) the Superior Service, (ii) the Provincial Service, and (iii) the Subordinate Service.

(*b*) The Superior Service will consist of officers recruited in England and the Provincial Service of Officers appointed in India to posts carrying salaries of R200 and upwards. Appointments on pay lower than R200 will be included in the Subordinate Service.

(*c*) The Superior Service will include (i) all the appointments now comprised in the graded service except three Professorships and two Inspectorships which are to be transferred to the Provincial Service, and also (ii) certain other appointments

which, though not included in the existing graded service, are usually filled by officers specially selected in England. These latter appointments are as follows:—

(1) Director of Public Instruction.
(2) Principal, Law College.
(3) " College of Agriculture.
(4) " Teachers' College.
(5) Superintendent, School of Arts.
(6) Professor of Physics, Presidency College.
(7) Senior Inspectress of Girls' Schools.
(8) Junior ditto ditto.
(9) Vice-Principal, Teachers' College.
(10) " College of Agriculture.
(11) Artistic Instructor, School of Arts.
(12) Superintendent, Presidency Training School for Mistresses.

(d) The Superior Service, thus constituted, is to be distributed as follows:—

	R R R		R R R
1 officer on	2,000—100—2,500	10 officers on	500—50—1,000
2 officers on	1,250— 50—1,500	1 officer on	500—20— 600
3 "	1,000— 50—1,250	5 officers on	400—20— 500

(e) The Provincial Service is to be a Graded Service and is to consist of two Inspectors and three Professors transferred to it from the present graded service, nine Assistant Inspectors, two Head Masters, seven Lecturers, three Senior Assistant Professors, three Assistant Masters, two Instructors, one Assistant to the Director of Public Instruction, and one Deputy Superintendent, Reformatory School; a total of 33 officers.

(f) The Provincial Service, thus constituted, is to be distributed as follows:—

	R		R
1st class, 1 officer on	700	5th class, 3 officers on	400
2nd " 2 officers on	600	6th " 5 "	350
3rd " 5 "	500	7th " 6 "	300
4th " 2 "	450	8th " 6 "	250

9th class, 3 officers on R200.

3. The above scheme seems to His Excellency in Council to be on the whole excellently designed to meet the objects in view, but the Government considers that it requires modification in the following points:—

(a) For the designation "Superior" Service, the Government would prefer the term "Imperial" Service. The use of the word "Superior" in antithesis to "Provincial" implies an inferiority in the latter, which, no doubt, exists in the lower ranks, but which ought not to be recognised in the higher ranks or emphasised in this way; the distinction as "Imperial" and "Provincial" is moreover being adopted in other departments.

(b) Dr. Duncan has pointed out in his letter that the abolition of the graded service and the introduction of the new scheme will affect injuriously only one member (Dr. Wilson) of the graded service. Under the proposed Imperial Service scheme Dr. Wilson will receive a salary of only R500—50—1,000, whereas he is at present in receipt of R1,250; accordingly the Director recommends that he shall be granted a personal allowance of R250. But Dr. Wilson would, in the ordinary course of existing affairs, shortly receive promotion to the first class of graded officers to which a salary of R1,250—50—1,500 is attached, and the concession recommended by the Director will therefore prove an inadequate compensation for Dr. Wilson's loss by the abolition of the graded service. A Memorial on the subject has been received from Dr. Wilson, and as his claims appear reasonable, the Government considers that, on the abolition of the graded service, Dr. Wilson should be granted, in addition to the maximum pay of a Professor under the new scheme and in the event of his not being appointed to a Senior Principalship or Inspectorship, a personal allowance of R250—50—500; he will thus receive R1,250—50—1,500, the salary which he would probably have obtained as a member of the first class of the graded service upon Dr. Oppert's retirement. The matter will be brought to the notice of the Government of India.

(c) The Government does not consider it advisable that the Artistic Instructor, School of Arts, should be included in the Imperial Service, for the post will generally be filled up in this country; he should accordingly be placed in the Provincial Service and a third appointment of R450 a month will be added to that service on this account.

(*d*) It is essential that the Superintendent of the Presidency Training School for Mistresses should, as proposed, belong to the Imperial Service, but it should be made worth her while to take up the appointment of Junior Inspectress of Schools when necessary, and this will not be the case if Dr. Duncan's proposal to give the Superintendent a salary of R400—10—450 is accepted. The Government therefore proposes to fix the pay of the Superintendent at R350—10—450 and that of the Junior Inspectress at R450—10—500; the change will not, of course, affect the salary of the present Superintendent of the Training School during the period of five years for which she is under agreement to serve.

(*e*) In Dr. Duncan's scheme the Principal of the Presidency College is to receive a salary of R1,250—50—1,500 and those of the Rajahmundry and Kumbakonam Colleges salaries of R1,000—50—1,250. The Government doubts the suitability of these proposals. It is observed that the Secretary of State, in paragraph 6 of his Despatch No. 9 (Public), dated 28th January 1892, suggested that Principals of Colleges should be granted special allowances. The Government prefers this suggestion to that of the Director, whose scheme, indeed, runs rather too much in grades and tends too strongly to promotion by mere seniority, so that, under it, it will be regarded as undue promotion if a junior Professor, however well qualified and energetic, is advanced to the post of Principal over the heads of older men. The welfare of institutions may, however, often demand the promotion of juniors, and it appears to His Excellency in Council that the most suitable arrangement will be to attach to the post of Principal of the Presidency College a personal allowance of R250—50—500, and to those of Principals at Rajahmundry and Kumbakonam personal allowances of R200—10—250. These allowances should be personal and not local, so that they may be treated as a portion of the officers' salaries for the purposes of leave and pension, and the incremental personal allowances should be drawn in addition to the increments attaching to the professorial appointments. The Governor in Council would apply the same principle to the appointment of Senior Inspector of Schools and attach to it a personal allowance of R250—50—500.

(*f*) In the case of the Provincial Service the gradation proposed by Dr. Duncan seems susceptible of improvement, and the Government would prefer to see better prospects given in the higher grades. Probably the one R700 appointment will generally be a Professorship, and the Senior Provincial Inspector of Schools will be in the second class on R600. His Elxcelency in Council considers that there should be two appointments in the first class, one of which should generally be reserved for the Professorate and the other for the Inspectorate, and a similar distribution might be made in the second class, to which an appointment should be transferred from the third class.

(*g*) The important post of Assistant to the Director of Public Instruction should generally, in the opinion of Government, be held by an officer on not less than R400 *per mensem*, and should not be classed as ministerial. The fifth class on R400 contains only three officers in the Director's scheme, while the sixth contains five; the Government would transfer one post from the 5th to the 4th grade.

(*h*) The Head Mastership of the Calicut Second-grade Training College, which carries a salary of R200 under G.O., dated 25th May 1892, No. 402 (Educational), has been omitted from the Director's scheme, apparently through oversight, and another appointment will therefore be added to the last class of the Provincial Service.

4. In connection with his scheme the Director makes certain other important proposals, all of which are endorsed by the Government. These are :—

(*a*) That the pay of the Director of Public Instruction should be raised from R2,000—50—2,250 to R2,000—100—2,500. A similar suggestion was made to the Government of India in a letter, dated 22nd July 1890, No. 525 (Educational). The case for increasing the salary of the Director is still stronger now than in 1890, and it seems to Government to be only equitable that the Director in this Presidency should receive as high a salary as the Director in Bombay, whose duties are considerably lighter.

(*b*) That the Director of Public Instruction should be granted an extra pension allowance of R1,000 per annum. His Excellency in Council, while considering that this concession should be granted for the reasons given in paragraph 11 of Dr. Duncan's letter, would fix the period of service as Director at three years, and would make the conditions of the grant the same as apply to special pensions to Chief Engineers in the Public Works Department.

(*c*) That all officers in the Imperial Service should be admitted to the benefit of the favourable leave rules contained in chapter XIII of the Civil Service Regulations. This concession the Government regards as most important and desirable.

(*d*) That officers appointed to the Imperial Service on probation for a certain term should, if re-engaged, be allowed to count their period of probation for the purposes of leave and pension. This is only equitable.

(*e*) That a condition should be inserted in the agreement of every member of the Imperial Service to the effect that the Government shall have power to require him to retire on pension or gratuity, as the case may be, whenever it appears to be for the public interest that he should so retire, even although he may not be permanenty incapacitated by bodily or mental infirmity. This proposal is quite in accordance with paragraph 7 of the Secretary of State's Despatch, dated 28th January 1892, No. 9 (Public).

(*f*) That the scheme of reorganization should be given retrospective effect to such an extent as to admit of the calculation of increments of salary in the manner described in paragraph 10 of the Director's letter. It seems only just that members of the present graded service should be allowed, on the introduction of the scheme, to count the periods they have served in the 3rd and 4th classes of the graded service for the purpose of increments under the new scheme.

(*g*) That in the Provincial Service definite pay should be regarded as being attached to classes and not to definite appointments, but that this rule should be subject to the condition that no Professor or Inspector shall be appointed on a salary of less than R500 *per mensem*.

(*h*) That in cases of temporary vacancies in the Imperial Service it should be permissible to appoint members of the Provincial Service to act, and that during the period they act an extra allowance of R100 *per mensem* should be granted to them.

(*i*) That the various grades should be distinct classes for the purposes of article 155 of the Civil Service Regulations. The Government considers it most important that this point should not be overlooked.

5. There is no objection to Dr. Duncan's suggestion that the position of educational officers should be regulated as under in the Warrant of Precedence :—

	No.
Director of Public Instruction (as at present)	50
Officers drawing R1,250—1,500	62
" " R1,000—1,250	72
" " R 500—1,000	77

The necessary action will be taken in the Political Department.

6. As proposed by the Director, the designation of the Artistic Instructor, School of Arts, will be changed to "Assistant Superintendent, School of Arts," and the Senior Assistant Professor of English in the Presidency College will in future be called "Junior Professor of English."

7. A few general observations on the scheme are now called for. Dr. Duncan observes that, "in accordance with the proposals of the Government of India and the Secretary of State," all appointments (other than those in the Imperial Service) which carry a salary of R200 and over have been included in his Provincial Service scheme. This remark is incorrect. The Government of India distinctly stated that the Provincial Service should include all appointments carrying more than R200, and that posts on R200 should be classed as subordinate. But His Excellency in Council agrees with the Director of Public Instruction in thinking that R200 should be taken as the minimum limit of the Provincial Service and included therein. In the Executive Provincial Service the lowest class begins with R200, and

the Educational Provincial Service limit cannot well be put higher, inasmuch as the Assistant Inspector grade begins with R200. In another and more important respect the scheme propounded by Dr Duncan is not in complete accord with the views expressed by the Government of India and the Secretary of State. The Director holds that it is not practicable nor would it be expedient to draw a hard-and-fast line between the Professorate and the Inspectorate, and obseves that, as Inspectors ought to be men of wide culture as well as great experience in the management of schools, they should be generally recruited from the Professorial branch. His Excellency the Governor in Council is convinced that Dr. Duncan's views on this point are sound and that there should be no such separation of these branches of the service. If the separation of the two branches were completely carried out, it might sometimes happen that there would be no one to appoint as Senior Inspector except the Junior Inspector, who might have only recently arrived in the country and for whom the pay of the Senior Inspector's appointment as proposed by Dr. Duncan would therefore be altogether excessive. Indeed, the Government considers that the great difference in pay between the two Imperial Inspectors is something like a defect in the Director's scheme, and it would be irremediable if there were complete isolation of these two appointments.

8. It only remains to refer to the financial effect of the present proposals. The average monthly cost of the Imperial Service according to Dr. Duncan's scheme will be R19,691 $\frac{2}{3}$; but according to the scheme now proposed by this Government it will be R18,570 $\frac{5}{6}$ and the distribution of the Imperial Service under the two schemes compare as under (in the case of salaries rising by five increments, the average cost has been taken as the minimum *plus* two-thirds of the difference between the maximum and the minimum, and in the case of those rising by eight or ten increments at the minimum *plus* five-eighths of the difference) :—

Director's Scheme.

	R R R
1 Appointment	on 2,000—100—2,500
2 Appointments	on 1,250— 50—1,500
3 ,,	,, 1,000— 50—1,250
10 ,,	,, 500— 50—1,000
1 Appointment	,, 500— 20— 600
5 Appointments	,, 400— 20— 500

Scheme now proposed by this Government.

	R R R
1 Appointment	on 2,000—100—2,500
1 ,,	,, 1,000— 50—1,250
14 Appointments	,, 500— 50—1,000
1 Appointment	,, 500— 20— 600
1 ,,	,, 450— 10— 500
2 Appointments	,, 400— 20— 500
1 Appointment	,, 350— 10— 450
* 2 Personal allowances of	250— 50— 500
2 ,,	,, 200— 10— 250

* Excludes personal allowance proposed for Dr. Wilson.

The monthly cost of the Provincial Service according to Dr. Duncan's scheme is R12,150† and according to the scheme favoured by this Government R13,050; the distribution of the appointments compare as under :—

† Excludes R200, the pay of the Head Master, Calicut Training College.

Director's Scheme.

				R
First class containing	1	appointment	on	700
Second class	,,	2	appointments on	600
Third class	,,	5	,,	,, 500
Fourth class	,,	2	,,	,, 450
Fifth class	,,	3	,,	,, 400
Sixth class	,,	5	,,	,, 350
Seventh class	,,	6	,,	,, 300
Eighth class	,,	6	,,	,, 250
Ninth class	,,	3	,,	,, 200

Scheme now proposed by this Government.

				R
First class containing	2	appointments	on	700
Second class	,,	2	,,	,, 600
Third class	,,	4	,,	,, 500
Fourth class	,,	3	,,	,, 450
Fifth class	,,	4	,,	,, 400
Sixth class	,,	4	,,	,, 350
Seventh class	,,	6	,,	,, 300
Eighth class	,,	6	,,	,, 250
Ninth class	,,	4	,,	,, 250

The total cost at present of the appointments which will be hereafter included in the Imperial and Provincial Services is R31,052 $\frac{7}{9}$ *per mensem*; under the Director's scheme the cost will be R31,841 $\frac{2}{3}$ ‡ and under that now proposed by this Government it will be R31,620 $\frac{5}{6}$. The additional charge as compared with the present cost resulting from the adoption of this Government's scheme will therefore amount to R568 $\frac{1}{18}$ *per mensem*—an increase which appears to His Excellency in Council to be very moderate.

‡ Excludes R200, the pay of the Head Master, Calicut Training College.

(True Extract.)

C. A. GALTON,

Acting Chief Secy. to the Govt. of Madras.

To the Director of Public Instruction.

,, Political Department (with reference to paragraph 5).

No. 8. From W. LEE-WARNER, Esq., C.S.I., Secretary to the Government of Bombay, to the Secretary to the Government of India, Home Department,—No. 1725, dated the 13th August 1892.

I am directed to reply to your letter No. 130, dated the 26th of March last, requesting this Government to express its opinion upon certain suggestions made by Her Majesty's Secretary of State and to submit a scheme for the reorganization of the Superior Educational Service in this Presidency.

2. The principle accepted by the Secretary of State is that the graded system should be at once abolished, without injury, however, to the prospects of officers now included in that system: but it is proposed to render the Educational Service attractive by offering to those who are recruited in England certain compensatory advantages, detailed in paragraph 6 of the Secretary of State's Despatch. The first point for consideration is the determination of the posts which must be reserved in the Professorial branch, the Inspectorate and the posts of Head Masters of schools for officers recruited in Europe. This branch of the service, from which no native of India, who has qualified for appointment in Europe, will be excluded, may be shortly termed the Imperial Service. I am at once to recommend that, if any native of India is recruited for the Imperial branch by the Secretary of State in England, he should be eligible for all the advantages attached to that service, just as a member of the Indian Civil Service is entitled to enjoy the salary and prospects of that service irrespective of nationality. The next question is the settlement of salaries of the terms of service, and of the leave rules applicable to this branch of the Educational Service. I am to deal with these subjects in their order.

3. The Governor in Council adheres to the views expressed by his predecessors in Council, and contained in letters No. 2000, dated the 9th of November 1885, and No. 3, dated the 3rd of January 1887, that the post of Director of Public Instruction should not be exclusively reserved for the Educational Department. The arguments then brought forward in favour of leaving to Government a free choice, for the selection of the administrative head of a large spending department, have gained force by the direction which educational policy has since taken. Government has largely retired from the management of educational institutions in favour of private enterprise. Its own colleges and schools are reduced to a minimum, and of them no small proportion are institutions for which specialists are required. Thus with the restricted management of institutions, the field of selection of the Director has been also restricted. It will always be open to Government to select for the administration of education any officer of the department, whether engaged in collegiate education or in inspecting schools, but the Governor in Council excludes the Director of Public Instruction from the scheme under present consideration, just as hitherto that officer has been outside the graded system. In the same way, the Governor in Council has thought it proper to exclude from consideration the appointment of Principal of the Rajkumar College and other appointments connected with it, the Principal and the Vice-Principal of the School of Art, the whole staff of the Grant Medical College, and the Law Professors and Lecturers. The conditions of service for the Principal of the Rajkumar College are sufficiently defined in the Secretary of State's Despatch, No. 1 (Financial), dated the 7th March 1878, addressed to the Government of India. The post requires special qualifications, and may perhaps be filled by a military officer, or, as at present, by a gentleman who was Principal of an aided college and possessed special qualifications. The post of Vice-Principal is also best left out of view in connection with the present subject. The conditions of the School of Art are so peculiar, and the development of that institution so rapid, that it is impossible at present to fix a proper salary. The present Principal was engaged on the understanding that he might pursue his profession as an Artist, and it is not probable that his successor will find time to do so. In any case, a specialist will be required, and for these reasons the appointments of Principal and Vice-Principal in the School of Art are excluded. As to the Grant Medical College, the salaries of the staff are not provided on the Education Budget. Finally the whole subject of the Law School is under separate consideration, and is a highly specialised branch of education.

4. The appointments, then, to which attention must be devoted as being either in the graded list, or filled by European officers lately recruited in England under special terms, are :—

(i)—Three Principalships of the Elphinstone Arts College, the Poona College of Science, and the Deccan Arts College :

(ii)—Eleven Professorships now attached to these institutions, exclusive of minor Professorships or Lectureships not borne on the graded list :

(iii)—Four Inspectorships.

The question is, which of these appointments should be recruited from Europe or placed on the Imperial list. At present one Chair of Sanskrit in the Deccan College and one Chair of Mathematics in the same college and one Inspectorship are being held by natives of India. The Governor in Council finds it difficult to decide what other Chairs should be handed over to the Provincial list, and I am to indicate the general nature of these difficulties. If the second Chair in Mathematics is placed on that list, there is a well-grounded fear that the teaching of this important subject will suffer. If the second Sanskrit Chair is given up, the danger arises from a different quarter. India already owes much to the efforts of European scholars and to the progress of European research in Sanskrit and Philology. It may almost be argued that, without a knowledge of German or French, the best Indian Sanskrit scholar is placed at a disadvantage. The loss to Europe of the opportunity afforded by work in India would react upon the study of Sanskrit in India. In this and other ways the removal of both Sanskrit Chairs from the Imperial list will be a loss to India as well as to Europe. Again, in the College of Science, which is a highly developed institution, there are a Principal and two Professors, besides a Lecturer all brought out from Europe. It was proposed to transfer the Professorship of Chemistry and Geology in that College to the Provincial list, and to raise the Head Master and First Master to Professorships of Chemistry with Geology, and of Physics, who would be placed on the Provincial list. But the insuperable objection to the first part of this scheme is that in the event of the Principal falling sick, there is only one Professorship on the Imperial list from which to choose his successor. The institution is one of such importance, teaching students from all parts of India in subjects practically new to India, that this Government feels unwilling to adopt a course which might injure the whole future of a most promising institution. As regards the other Chairs, it was proposed to transfer one of the Professors of English Literature to the Provincial list. But the Governor in Council concurs with his predecessor in thinking, as reported in this office letter No. 416, dated the 10th of March 1886, that adequate teaching in English, History, Political Economy, and Logic and Philosophy cannot yet be secured in India. The opinions of the Honourable Mr. Telang and of other officers submitted to the Government of India in 1886 have lost none of their force. On the contrary, the concentration of the direct educational efforts of Government on two Arts institutions—one in the Deccan and the other at the Presidency town—and the larger share in the administration opened under the Provincial Service to natives of India, lend additional weight to the arguments then set forth as to the duty of Government to equip a few colleges as a standard of efficiency for other colleges. Amidst all these difficulties, this Government considers that its duty to higher education requires the retention, on the Imperial list, of the three Principalships and eight Professorships. It is impossible to lay down beforehand the subjects which the Principals shall invariably teach: but the Chairs which it is at present proposed to retain on the Imperial list are shown in list A appended to this letter. It will be observed that two Professorships of English Literature are retained for the Elphinstone College. The demand for them was urged for many years, but only recently met. If, as desired by the Government of India, moral training is to form an essential part of higher education, there is no sounder method for imparting such education than through Professors of English Literature and History. Similar opportunities do not present themselves to the Professors of Sanskrit or Mathematics.

5. Postponing consideration of the Inspectors, I am next to deal with the scheme of salaries proposed for these 11 members of the Imperial list. It is suggested, as proposed by the Secretary of State, that all Professors on the Imperial list should rise in ten years to the salary of R1,000 per mensem. The probationary period of five years' service would be passed on a salary of R500, rising to R750 by a yearly increase of R50 per mensem. Those already recruited at a higher rate would not earn an increase until the lapse of time from the date of their appointment entitled them to the first increment of R50. At the end of five years the confirmation of each officer would receive formal consideration, and be specially sanctioned by a Resolution of Government. Thereafter the increments would proceed at the same rate until R1,000 was reached. To the post of Principal would be attached a special allowance of R250 per mensem, in addition to the salary which the Professor had earned under the rule just stated. Thus an officer of ten years' standing appointed to act as Principal would get R1,250, whilst one of five years' standing so appointed would receive R1,000. By this arrangement the maximum pay, which a Professor could receive as Principal, would be R1,250, and the senior Principal would then be worse off than under the present graded scheme. Moreover, the Secretary of State contemplated a special allowance of even R500. It is therefore proposed that to one Principal of a college who is already in receipt of R1,250 and who will be

selected by Government for approved merit irrespective of the college over which he presides the special allowance be increased to R500 by an addition of R250 earned in five yearly increments from the date of sanction to the allowance.

6. Turning now to the Inspectors, and pursuing the same course of discussion, I am to observe that the Governor in Council is not able to recommend the transfer of more than one Inspectorship to the Provincial list. The duties of Inspectors have been greatly enlarged by the impulse given to private enterprise. Two of the Inspectors inspect the large and properous European or Indo-European schools in the Presidency town and in Poona for boys and girls, and it is almost essential, in view of the curriculum and other circumstances, that they should be Europeans. The province of Sindh, with its numerous Mahomedan institutions and the highly satisfactory results attained by the present Inspector, Mr. Jacob, will require for some years to come European supervision. The strong antagonism of race and religion which subsist in that Province would render it very difficult for a Native Inspector to control the Educational Department of a province which is o far removed from the Director's personal supervision. For the three Inspectors retained on the Imperial list it is necessary that the career offered should not be less attractive than the Professorial line to which the advantages of the Principalships are open. It is therefore proposed to fix the senior Inspector's salary at R1,250 rising to R1,500; the salary of the second Inspector at R1,000 rising to R1,250, but to leave the third Inspector's salary at R750 rising to R1,000. In each case the rise would be by yearly increments of R50 per mensem. The pay of the Inspectors would be personal and not attached to any particular division, so as to secure facility of transfer. This disposes of the three Inspectors who, with the 11 Principals and Professors, make up 14 on the Imperial list.

7. As to the High Schools, I am to observe that it is proposed to retain only two Head Masterships on the Imperial list. The High Schools of Bombay and Poona would ordinarily be the places selected, but special circumstances might induce Government to give the important schools at Surat, Ahmedabad or Karachi occasionally the benefit of European direction. This could, however, be arranged when necessity arose. The present salary of the Head Master of the Elphinstone High School in Bombay—R700—was fixed for a European, whilst that at Poona was similarly fixed at R500. It is proposed to fix the salaries of the two Head Masterships retained on the Imperial list at R500 rising by annual increments of R50 to R750. These two officers would be eligible for vacancies in the list of Inspectors. The total Imperial list thus consists of 16 persons. In the scheme just sketched, it may be objected that if the post of Principal did not fall vacant, some of the Professors could never rise above R1,000 a month, which they might have reached ten years before on the expiration of their first ten years' service. It is therefore proposed that at the end of twenty years' service without attaining a salary in excess of R1,000 per mensem a special allowance of R100 per mensem be granted to an officer of approved service in the college. In the event of this allowance being refused, the officer should be called upon to retire. This Government has not overlooked the suggestion that retirement might be ordered at an earlier period. But I am to observe that at the end of five years an officer's qualifications will be reviewed, and to subject the officer of one department to periodic criticism and liability to removal after that period and before twenty years' service seems calculated to disparage a service which it is desired to appreciate. Such retirements could not but seem arbitrary, and would discourage recruitment from the best sources of supply. The Governor in Council is of opinion that to all officers on the Imperial list from the date of their incorporation in it the same leave and pension rules should at once be extended, and with retrospective effect, as are given to officers of the present graded establishment. The need of opportunities of re-visiting Europe is in the case of these officers both physical and intellectual. The grant of a special pension of R1,000 to the senior Principal and the senior Inspector and the Director of Public Instruction, if a member of the Educational Service, has been recommended, but the Governor in Council is not disposed to press this recommendation.

8. I am next to deal with the Provincial list containing fifty appointments. On the superior class of this list it is proposed to place fifteen appointments, and in the second class thirty-five appointments, which are now paid at R200 per mensem and upwards. The Governor in Council prefers to include appointments on R200 because it is desirable to appreciate them, and to connect them with the whole scheme to which they belong. A chance will thus be afforded to the holders of these appointments of rising to the higher places, and a uniform system will be introduced into the Educational branch of the Provincial Service with other departments. It is proposed further to divide this list into two classes just as the Judicial and other Departments are classified. Class I of the Educational Provincial Service would

include the post of Inspectors and those of the Professors permanently transferred to that branch with other appointments in the colleges. Class II would include 1 Vice-Principal of the Elphinstone High School and 17 Head Masters; 11 Deputy Educational Inspectors, 4 Principalships and 1 Vice-Principalship of Training Colleges for Masters, and the Assistant to the Director of Public Instruction. The Principalships of the two Female Training Colleges are expressly omitted.

9. Dealing with Class I, of which the details are shown in Appendix B attached to this letter, I am to explain that it will contain 8 Professorships as follows:—In the Elphinstone College the Chair of Sanskrit now held by a European, that of Persian, and that of Biology now held by a European: in the Deccan College, the Chairs of Sanskrit and Mathematics at present held by natives; and in the College of Science, the Professorship of Botany and Agriculture now held by a European, and two new Chairs of Physics and Chemistry created out of existing appointments. The first question which arises is that of salary. At present three of these Professorships—the two of Sanskrit and that of Mathematics—are on the graded list, and the incumbents are liable to the operation of the two-thirds rule. That rule has worked injuriously, inasmuch as the salaries of some of the Native Head Masters exceed the initial salary of a Professor under the graded system when applied to a native of India. With the abolition of the graded system the new system of progressive salaries must be adopted. As to what the scale should be, the Governor in Council finds that Mr. W. S. Apté, the Principal of the Fergusson College, in his evidence given before the Education Commission (page 99 of the Proceedings of the Sub-Committee) recommended a salary beginning with R200 or R300 rising to R600. This Government, however, would prefer a salary of R350 rising to R600 in five years by annual increments of R50. If it were not for the necessity of avoiding additional expense, this Government would also desire to grant an additional increment of R100 a month after twenty years' approved service in the posts included in class I, list B. It is expedient that the best men in the department should be attracted to these posts and the scale proposed is more liberal than the present graded system offers. It is also proposed to retain the present Lectureships, three in number, and to create two Lectureships out of existing appointments in the College of Science. There will thus be five Lecturers, for whom a salary rising from R200 by yearly increments of R30 to R350 per mensem is proposed. The Superintendent of the Mechanical Branch in the College of Science, now a European, receives R300 a month, and his appointment might be placed on the same footing as a Lectureship. For the Inspectorship, which will complete the list of 15 places in Class I of the Provincial Service, the same salary is proposed as for the Professors, namely, R350 rising to R600 by yearly increments of R50.

10. Passing to the second class of the Provincial Service, I am to state that the salaries will range from R200 to R400 a month, and 35 appointments will be included. Two appointments are for the present excluded. The first is the appointment of Lady Superintendent of the Poona Female Training College held by an English lady. Not only is it doubtful whether Government will be able to find a native lady qualified to take the post, but at present the same lady has charge of the Poona Female High School and of the Training College under a special arrangement with the Committee that manages the former school. The high school, as laid down in the Government of India letter No. 352, dated the 12th of December 1884, is in due course to become an aided school instead of a departmental school under an independent committee. When that event happens, the salary and the position of the Lady Superintendent of the Training College will have to be reconsidered, and for the present, therefore, this post is excluded. For general reasons connected with the condition of female education, it is proposed to omit the Principalship of the Ahmedabad Female Training College at present filled by a European lady. So long as Government manage these institutions, they must be treated as exceptional, and it would not be safe to assign the place to the Provincial list. Although it is impossible, until these several suggestions are approved, to present these proposals in a reliable proposition statement, I am to observe that the general result will be to effect a slight saving on this part of the scheme. The opportunity will be taken, as opportunity offers, to reduce some of the salaries of the Head Masters of Schools and to increase others. When the older high schools were constituted, it was expected that Masters would be brought out from England, and the salaries were fixed accordingly. The high schools at Ahmedabad and Belgaum are now presided over by Europeans, as well as the school at Poona. Surat not long ago had a European Head Master, and the predecessor of the present Principal of the Elphinstone High School was a European, whilst the Vice-Principalship was also filled in time past by a member of the present graded service. Under the new scheme only two high schools will be kept on the Imperial list; and when the present

European incumbents retire, for the rest the salaries will be revised as proposed, the decreases being used to increase the salaries of some of the schools which have grown in size and importance, and to reduce the cost of the better prospects offered to the first class of the Provincial Service.

11. I am now to deal with the question of the incorporation of existing incumbents in the new scheme. Where a Professorship is transferred from the graded or the Imperial list to the Provincial list, the transfer can only take place when the existing incumbent retires. No officer now in the graded list or appointed by the Secretary of State under special terms should suffer by the changes proposed. The graded list will die out gradually from the bottom, unless, as is expected in most cases, the officers borne upon it accept the new terms. In the same way, officers appointed under special conditions will take their place in the new list when their salaries rise to it. It is believed that by these means most of the officers in the department will easily be provided for. In regard to any exceptions, the prospects of the officer under the old system must be calculated, and his salary fixed accordingly. It may be necessary to address the Government of India specially in reference to the position of one Inspector and one Professor. In the event of any natives of India being hereafter appointed to officiate for an officer on the graded list or on the new Imperial list, it is suggested that his salary be assimilated to that of the Professor or Inspector on the Provincial list. For natives of India appointed to the Imperial list by the Secretary of State it has already been proposed that no alteration of salary from that fixed for Europeans be adopted. I am also to add that it is presumed that the Local Government will exercise its discretion in transferring or promoting its officers, and that the Secretary of State will merely make the first appointment.

12. In conclusion, then, it is proposed to limit the list of educational officers recruited in England to 11 collegiate appointments, 3 Inspectorships and 2 Head Masterships, and to create a superior class of the Provincial Service comprising 8 Professorships, 5 Lectureships, 1 Inspectorship, and one other appointment—altogether 15 appointments. To this service will be annexed, in due course, 3 Professorships and 1 Inspectorship taken from the present graded list, and 2 posts now filled by Europeans, that of Lecturer in Botany at the College of Science and the Professorship of Biology in the Elphinstone College. The Professorship of Persian will continue to be held by a native of India, and 2 new Professorships will be made in the College of Science. There will be, in addition, 5 Lectureships and the Superintendentship of the Mechanical Branch of the College of Science, making altogether 15 appointments. The second class of the Provincial Service will gain permanently the Head Masterships which have been liable to be filled by Europeans, and will include altogether 35 appointments. I am directed to append two statements which show the Imperial and Class I of the Provincial list as it will then be constituted.

No. 9.

LIST A.

Imperial List of Educational Department—Sixteen posts.

Post.	Institution.	Subject.	REMARKS.
1. Principal . . .	Elphinstone College	Logic and Moral Philosophy.	
2. Ditto . . .	Deccan College . .	Logic.	
3. Ditto . . .	College of Science . .	Science.	
1. Professor . . .	Elphinstone College .	English Literature.	
2. Ditto . . .	Ditto ditto .	History and English Literature.	
3. Ditto . . .	Ditto ditto .	History and Political Economy.	
4. Ditto . . .	Ditto ditto .	Mathematics.	
5. Ditto . . .	Deccan College . .	History and Political Economy.	
6. Ditto . . .	Ditto ditto . .	English Literature.	
7. Ditto . . .	College of Science . .	Civil Engineering.	
8. Ditto . . .	Ditto ditto . .	Chemistry and Geology.	
3. Inspectors of Schools .			
1. Head Master . .	Elphinstone High School.		
2. Ditto . . .	Poona High School.		

TOTAL . 16 Posts.

LIST B.

Provincial Service, Class I.—Fifteen posts.

Post.	Institution.	Subject.	REMARKS.
1. Professor . . .	Elphinstone College .	Sanskrit.	
2. Ditto . . .	Deccan College . .	Ditto.	
3. Ditto . . .	Ditto ditto . .	Mathematics.	
4. Ditto . . .	Elphinstone College .	Persian.	
5. Ditto . . .	Ditto ditto .	Biology.	
6. Ditto* . . .	College of Science . .	Physics . . .	* His present designation is First Master, and Superintendent of the Observatory.
7. Ditto . . .	Ditto ditto . .	Botany and Agriculture.	
8. Ditto† . . .	Ditto ditto . .	Chemistry . . .	† His present designation is Head Master.
1. Inspector of Schools .			
1. Lecturer . . .	Elphinstone College .	Physics.	
2. Ditto . . .	Deccan College . .	Ditto.	
3. Ditto . . .	Ditto ditto . .	Persian.	
4. Ditto . . .	College of Science . .	Mathematics . .	His present designation is Master of Mathematics.
5. Ditto . . .	Ditto ditto . .	Engineering . .	His present designation is Second Master.
1. Superintendent . .	College of Science . .	Mechanical Branch.	

TOTAL . 15 Posts.

List B, Class II—Thirty-five posts.

1 Vice-Principal, Elphinstone High School, Bombay.
16 Head Masters, District High Schools.
1 Head Master, Elphinstone Middle School.
11 Deputy Educational Inspectors of Schools.
1 Assistant Director of Public Instruction.
4 Principals of Training Colleges for Males.
1 Vice-Principal, Training College, Poona.

TOTAL . 35 Appointments.

W. LEE-WARNER,
Secretary to the Govt. of Bombay.

From C. E. BUCKLAND, Esq., Secretary to the Government of Bengal, General (Education) Department, to the Secretary to the Government of India, Home Department,—No. 1851, dated the 29th June 1892. No. 10.

I am directed to acknowledge the receipt of your letter No. 128, dated the 26th March 1892, and its enclosures, on the subject of the reorganization of the Education Department in Bengal. You request that the Government of India may be favoured with an expression of the opinion of the Lieutenant-Governor on the various points raised in the Despatch from the Secretary of State, No. 9-Public (Education), dated the 28th January 1892, with special reference to the suggestions made in paragraphs 5 and 6 in respect of the pay and position of the Educational Officers to be recruited in England, and also as to the question raised in paragraph 7, whether the terms of educational service should not include a stipulation that Government reserves the right to require an Educational Officer recruited in England to retire on the gratuity or pension appropriate to his length of service (being over five years), if it is deemed to be to the public interest that he should so retire, though not permanently declared incapacitated by bodily or mental infirmity.

2. In reply I am to submit, for the information of the Government of India, a copy of the papers noted on the margin. As Sir Alfred Croft made over charge of his duties as Director of Public Instruction to Mr. Tawney on the afternoon of the 4th, and sailed for Europe on furlough on the 12th April 1892, there was no time to make an official reference to him in the matter.

(1) Note by Sir Alfred Croft, dated the 6th April 1892.

(2) Letter from Mr. Tawney, No. 3757, dated the 9th May 1892.

3. With regard to the 3rd paragraph of the Despatch relating to the terms of appointment of Educational Officers, I am to say that the Lieutenant-Governor agrees with His Lordship's suggestion as here explained, and thinks that a period of probation for five years would be useful, it being understood that at the end of five years Government may, if the officer is willing, prolong his service permanently or for a period, or else may refuse to prolong it. This arrangement agrees generally with what has been recently prescribed as to the recruitment of chaplains, and ought to provide sufficiently against the appointment of bad bargains or men of poor constitution. This being conceded, the further provision suggested in paragraph 7 of the Despatch would be unnecessary, and would decrease the readiness of men to take employment under Government, as it would induce a feeling of insecurity.

4. As regards paragraph 4 of the Despatch, it may be observed that a scheme in full detail was drawn out in paragraphs 8 and 10 of this Government letter No. 267 T. G., dated 28th September 1891, showing how the appointments to Principalships, Professorships and Inspectorships should be distributed between the future Superior service, and the proposed new higher grade of the Provincial service, ten of whom (out of thirteen) should be trained in England. For facility of reference those proposals are repeated here (the second column being revised to show the Superior staff, as it stood on the 1st June 1892), in the following tabulated form:—

Institution or office.	Present Superior staff (1st June 1892).	Proposed Cadres.							Remarks.
		Superior Service.			Provincial Service.				
		Principals.	Professors.	Total.	Principals.	Professors.	Total.	Grand total.	
1	2	3	4	5	6	7	8	9	10
Presidency College	11	1	8	9	...	4	4	13	
Sibpur "	3(*a*)	1	2	3	...	1	1	4	(*a*) One sub. *pro tem.* in class IV, Mr. Heaton.
Patna "	4	1	2	3	...	1	1	4	
Cuttack "	...	1	1	2	...	1	1	3	
Dacca "	4	1	...	1	...	2	2	3	
Calcutta Madrassa	1	1	...	1	...	...	...	1	
Hoogly College	3	...	...	...	...	...	...	...	
Sanskrit "	1	...	...	...	1	...	1	1	
Inspectors of Schools	4	...	...	3	...	...	3(*b*)	6	(*b*) The Inspector of English Schools, who was omitted in the original list, has been included here.
Furlough	1(*c*)	...	...	...	...	...	...	...	(*c*) Mr. Mann, on furlough.
Deputation	1(*d*)		...	3	...	...	...	3	(*d*) Mr. Prothero on deputation as Director of Public Instruction in Assam.
	33	...	...	25	...	...	13	38	

In column 8 of the original list, the total was 12 and only two Inspectors were entered. It is, however, desirable to include here the appointment of Inspector of European Schools, who is now on the unclassified list, and who should probably be recruited, and should certainly be trained, in England.

5. In paragraph 14 *et seq.* of the above quoted letter are entered the proposals of this

Government as to the other appointments to be included in the Provincial Service; but this portion of the scheme of reorganization is not touched on in the Secretary of State's Despatch.

6. With reference to paragraph 6 of the Despatch, I am to say that it was stated in thi office letter No. 267 T. G., dated the 28th September 1891, that His Honour would prefer to leave to the Government of India the determination of the pay of the several grades of the new superior service, as it requires the wider view which their position enables them to take of the requirements of all Provinces, and also a knowledge of the state of the English educational market with which the Secretary of State and his advisers are best acquainted. In Sir Alfred Croft's opinion the pay should be fixed at R700 per mensem for the first five years, rising in the next five years to R1,000; while Mr. Tawney thinks it should be fixed at R700 for four years, and should then rise by six annual increments to R1,000. Sir Charles Elliott's personal opinion is that these rates are unnecessarily high, and that first-class men can be secured at cheaper rates. Instances have been brought to his notice, even within the last few years, and with a low rate of exchange, of such men being tempted to accept appointments in private educational institutions in India on insecure salaries of R300 and R400. There are certainly an increasing number of men who are taking first class degrees, and for them the avenues to employment are not increasing, so that Government would expect competition to bring down the market rate of their services. But His Honour does not possess any special or wide knowledge of the question, and he would therefore prefer to leave its decision to those who have.

7. But whatever pay is fixed for the different grades of educational officers, it should be left to the Local Government to regulate their promotion. It would be unwise to lay down any rule that promotion to a certain grade must involve a change in office. As to Inspectors of Schools, the proposals made by this Government that three should belong to the Superior service and two to the Provincial service, meet the requirements of the Secretary of State: but even this should be laid down more as a principle for general guidance than as an absolute rule; since it might be to the benefit of the public service to employ more officers of the Superior staff on education proper, and fewer on Inspection, or *vice versá*, according to their personal qualifications. As to Head Masters recruited from England, that is, recruited through the India Office, there are none under this Government, and none are at present required. The Lieutenant-Governor agrees with Sir A. Croft in disapproving the proposal to give staff pay to Principals as such; nor would he wish to be bound by any rigid rule. In this Department, as in all others, promotion should go by seniority tempered by selection: and the fact that an officer is chosen for an important post would generally be a reason for giving him special advancement.

8. Sir Charles Elliott trusts that, with these remarks before them, and reading this letter as a part and continuation of that of the 28th September 1891, the Government of India will be able to pass early orders on the scheme submitted for their consideration.

Reorganization of the Education Department. No. 11.

I submit the following notes on the Secretary of State's Despatch of the 28th January 1892.

Paragraph 3.—This paragraph, read with the concluding sentence of paragraph 8, would seem to give a more assured and permanent position than they have hitherto been held to occupy to officers like Messrs. James and Hallward, whose request for more definite information about their future employment has recently come before His Honour. The meaning of the covenant is now understood to be that, if the judgment passed on their services is favourable, their engagement will continue and be made permanent.

Paragraph 4 (end).—All these details have been fully explained in the Bengal scheme for a Provincial Service.

Paragraph 6.—For the superior service, reduced in numbers as it will be under the Lieutenant-Governor's proposals to the Government of India, I can see no way of recruitment likely to offer more satisfactory results than that of which the Secretary of State now expresses approval, namely, that officers should rise in ten years (supposing their probationary term of five years to be satisfactory) to R1,000 a month. I should be inclined to prefer a fixed salary of R700 a month for the first five years, as it is to the low salary offered to English honour men at the outset that the Secretary of State has, I have always understood, chiefly attributed the difficulty of finding good recruits. He has found excellent men of late years for Bengal, but not easily.

I also think that a Professor *at the Presidency College* should be entitled, as such, to rise to Class II. Class I appointments should be reserved for Principals and Senior Inspectors. I consider this the intention of Classes I and II, since it affords definite prospects to men who are thinking of entering the service—a better plan than attaching allowances of R250 or R500 a month to Principalships. Under the Bengal Provincial Scheme, one-half of the Inspectorships are to be confined to the Provincial service. There are no doubt objections to the appointments of Professors to officiate as Inspectors; but such officiating appointments are often unavoidable, when senior Inspectors take leave, and are even advantageous as enabling the Department to ascertain whether a Professor takes kindly to the work, and will be likely to make a good Inspector when a permanent vacancy arises. We have no European Head Masters appointed in England: all, I think, were appointed in India.

Paragraph 7.—I have no objection to the course proposed in the concluding sentence.

6th April 1892. A. CROFT.

No. 12. From C. H. Tawney, Esq., Officiating Director of Public Instruction, Bengal, to the Officiating Secretary to the Government of Bengal, General Department,—No. 3757, dated the 9th May 1892.

I have the honour to submit the report called for in your No. 1194, dated the 25th April 1892. Of course, I have but little to add to Sir Alfred Croft's note. I may here mention that Sir Alfred Croft showed it me before sending it in, and I think I made some suggestion.

2. I agree with Sir Alfred Croft in thinking that paragraph 3 of the Secretary of State's Despatch of 28th January 1892 means that if the judgment passed on the services of Messrs. Hallward and James is favourable, their engagement will continue and be made permanent. This conclusion seems to follow from the following sentences in paragraph 3 of the Secretary of State's letter: "Nor did the Commission contemplate that there should be no permanence of service in the case of officers recruited in England in future. The intention is explained to be, not that all recruits should be engaged for a short term and discharged absolutely at the end of it, but that they should be engaged in the first instance for a short term with a power of re-appointment, which could be exercised if their services were judged to be valuable. The proposal is, in fact, rather a restoration of the long-established practice which has fallen into disuse, than a radical change of system." With regard to this, I beg to submit that the negation of "no permanence" is equivalent to the assertion of permanence. The same consequence would seem to follow from the reference to "the long-established practice." The matter seems to me to be put beyond a doubt by the first sentence of paragraph 5: "Moreover, as the essential part of the graded system, *viz.*, the prospect of continued service after probation is to be retained, *et cet.*"

Paragraph 8 of the Secretary of State's letter seems to me to point in the same direction. I welcome this ruling of the Secretary of State with the utmost satisfaction, as I think the engagement of officers for a term of five years only calculated to end in disappointment to the officers engaged, as they will find their places in England filled up should they be discharged at the expiration of that term.

3. For the reasons given by Sir Alfred Croft, it seems unnecessary to consider paragraph 4.

4. I agree with Sir Alfred Croft in thinking it desirable that the initial salary of Professors in Bengal Colleges, if the present system of collegiate instruction is to be retained, should be R700. I would make it remain unchanged for four years, and then rise to R1,000 in six years by yearly increments of R50. This would, I think, attract good men. I submit that the case of the Bengal Civil Service is hardly paralled. The men who join the Civil Service are young men. With regard to the age at which Educational Officers are enlisted, I would beg to be allowed to refer to paragraph 2 of my letter to Sir Alfred Croft, dated the 22nd March 1888, forwarded to you with Sir Alfred Croft's No. 2605, dated the 29th April 1888. The prize appointments of the Civil Service are numerous and lucrative. The same cannot be said of the Educational Service. I suppose that men enter the Educational Service mainly for two reasons: they wish to be married or they wish to be in a position to support mothers and sisters, who may have fallen into pecuniary difficulties owing to the sudden death of a father. Men with high degrees might, under these circumstances, be attracted by an initial pay of R700, whereas R500 in the present state of exchange would have little charm for them. I think that Messrs. Küchler and Little, and even Mr. C. R. Wilson, were recruited when exchange was more favourable. Anyhow, I feel little doubt that the Professor on R1,000 a month, after his ten years in India, will regret that he ever left England. I agree with

Sir Alfred Croft in thinking that a Professor at the Presidency College should be allowed to rise to class 2. With this exception, I accept the ruling that "grades 1 and 2 should be almost invariably attached to Principalships of College and senior Inspectorships. It seems occasionally desirable to transfer Professors to Inspectorships, as it gives them change of work, and so relief from a tedious routine, and enables them to fit themselves for the prize appointment of Director of Public Instruction."

5. I am decidedly of opinion that the stipulation proposed by the Secretary of State at the end of paragraph 7 of his Despatch should be introduced.

From the Secretary to the Government of the North-Western Provinces and Oudh, Educational Department, to the Secretary to the Government of India, Home Department,—No. 2655-E., dated the 15th September 1892. No. 13.

I am directed to reply to your letter No. 127, dated 26th March 1892, in which this Government was informed that the Secretary of State had sanctioned the scheme of reorganization of the educational service in these Provinces, subject to the condition (1) that the appointments should be so classified as to mark off those to be held by officers recruited in England from those to be held by officers of the provincial service: (2) that the pay and prospects of the officers to be recruited in England should be further considered.

2. The cadre of appointments contained in the reorganization scheme provisionally sanctioned by the Secretary of State is re-classified in Statement A appended to this letter in the manner suggested by His Lordship. I am, however, to explain that this cadre, which shows a staff of eight graded and two non-graded officers in the branch of the service to be recruited in England, has reference only to the existing constitution of the department, and that it is not, even at present, actually filled. It was contemplated that no new appointments would be made to the graded service, and that as vacancies occurred in it proposals would be made by this Government for replacing each vacated appointment either by an office to be held by the provincial service, or by one to which appointment would be made in England under terms specially settled in each case. His Lordship's orders on the reorganization scheme require that the cadre provisionally sanctioned should now be supplemented by another, involving not abolition but recasting of the graded service and determining what appointments hitherto officered from the graded service may be made over to the provincial branch, which will be gradually given effect to as the graded service in its present form is reduced by deaths and retirements.

3. In framing such a scheme the two primary questions are (1) the ultimate number of appointments belonging to the superior service for which recruitment should be made in England: (2) the salaries and conditions of such appointments. On the first head Sir Auckland Colvin, after consulting the Director of Public Instruction, considers that the service recruited in England should consist of ten officers. The appointments for which they are required are—

2 Principalships of Colleges (the Muir College, Allahabad; and the Queen's College Benares).

6 Professorships . . . . { 4 at Allahabad, and 2 at Benares.

2 Inspectorships of Schools.

One or more of the ten officers will usually be on leave, but it is considered that such temporary vacancies can, as at present, be filled by officers of the provincial branch of the educational service.

4. On the second head Sir Auckland Colvin accepts the decision of the Secretary of State that it is expedient to continue to offer permanence of service to officers recruited in England for the educational department, on their satisfactorily fulfilling a probationary term of five years. He agrees to the suggestion made in paragraph 6 of His Lordship's Despatch that in place of the present fourth and third grades the salary of an educational officer thus recruited should be R600 during the probationary term, and should then rise from R750 to R1,000 from the sixth to the tenth year. This will effect considerable improvement in the position of educational officers during the early part of their service. In view of this Sir Auckland Colvin considers that it is unnecessary to continue the rates of remuneration provided by grades 1 and 2. In these Provinces the graded service, as hitherto constituted, out of a total of 12 appointments, contained one

appointment in the 1st grade (R1,250 to R1,500), and four in the 2nd grade (R1,000 to R1,250), which have been provisionally retained in Statement A. In place of these five appointments this Government recommends that an allowance of R250 a month be attached to the office of principal in each of the two Government colleges at Allahabad and Benares, and an allowance of equal amount granted to the senior Inspector for the time being in the service recruited in England. These allowances will not be open to the officers (seven in number) at present holding permanent appointments in the graded service in these Provinces. On the other hand Sir Auckland Colvin does not propose to bring any of the appointments in the present grades 1 and 2 under reduction until (with one exception) the officers already admitted* to the graded service have retired.

* Mr. Nesfield (over 55: holds at present the non-graded office of Director of Public Instruction).
Mr. Gough.
Mr. Wright.
Mr. Boutflower.
Mr. Dodd (over 55: will retire shortly).
Dr. Thibaut.
Mr. Venis.

5. The exception is in the case of Mr. Venis, the last officer on the graded list. Mr. Venis was appointed by this Government with the sanction of the Government of India, as a statutory native of India, and under the rules formerly regulating the appointment of statutory natives of India to posts ordinarily reserved to the superior service, to an appointment belonging to the graded educational service of these provinces. His appointment to the 4th grade dates from 1885, and he has since been promoted to the 3rd grade. His admission to the graded list, however, has not been sanctioned by the Secretary of State; his pay has hitherto been restricted under the statutory rules to two-thirds of the full sanctioned pay of his appointment, and he has been held not to be entitled to the leave rules† applying to officers on the graded list of the educational service, and to officers whose names are entered in appendix 3 to the Civil Service Regulations. Mr. Venis, though a statutory native of India, is by education and other circumstances a European. He is an M. A. of Oxford, was Boden University scholar, and is a meritorious officer. His position in the educational service has hitherto been undefined, and the present opportunity might be taken to make it clear. Mr. Venis since his promotion to the 3rd grade (14th September 1891) has been in receipt of a salary of R500 rising to R666-10-8 a month (two-thirds of R750—1,000). If hereafter promoted to the 2nd grade and ultimately to the 1st grade he will under present arrangements be entitled to R666-10-8—833-5-4 in the second grade, and to R833-5-4—1000 in the first grade. The Lieutenant-Governor and Chief Commissioner recommends that, with the sanction of the Secretary of State, Mr. Venis be appointed to one of the eight professorial appointments in the superior service shown in Statement B, the pay of which is R600 for the first five years and R750—1,000 from the sixth to the tenth year. For the purpose of calculating Mr. Venis's future increments of pay in excess of the substantive graded pay which he at present receives, the date of such appointment might be taken to be the 14th September 1891. Mr. Venis has applied to be admitted to the leave rules of chapter XIII of the Civil Service Regulations, but Sir Auckland Colvin is not disposed to recommend this.

† Chapter XIII, Civil Service Regulations.

6. Should the above proposals be sanctioned, Messrs. Cox and Murray, who were recently appointed by the Secretary of State to be Professors at the Muir Central College, on five years' agreements, will, on expiry of the term, if their service be approved, be brought on to the permanent list, and their previous service will be regarded as qualifying for leave and pension. Their salaries will rise from R750 to R1,000 in the five years commencing from the date on which the term of probationary service expires. The officer whose appointment as professor of English Literature at the Benares College has been sanctioned by the Secretary of State‡ will similarly come under these rules. His appointment is included in the ten appointments to which it is proposed to limit the service recruited in England. In the ten appointments is also included that of Professor of History and Political Economy in the Muir College, Allahabad, which has just been sanctioned by the Secretary of State in his Despatch No. 74, dated 28th July 1892, and to which Mr. Goodrich has been appointed. The terms of Mr. Goodrich's agreement are identical with those which this Government had decided to recommend for adoption in the case of all educational officers recruited for the superior service in England.

‡ Government of India's No. 252, dated 11th August 1892.

7. The remaining point with regard to educational officers recruited in England which is raised in His Lordship's Despatch, is as to the compulsory retirement of officers who after some

period of continued service, are found to be useless and inefficient, though not absolutely incapacitated by ill-health. The suggestion made in the Despatch is that the Government should reserve to itself the right to require such an efficer to retire on the pension or gratuity appropriate to his length of service. After carefully considering this suggestion Sir A. Colvin is doubtful whether any special reasons exist for applying to the educational service a principle which hitherto it has not been found necessary to incorporate in the pension rules of other departments of the public service which are recruited in England. He is disposed to think that, as far as the educational department is concerned, the scholastic qualifications required by the Secretary of State from recruits, and the five years' probationary term which in future will precede their appointment to permanent service, will, in practice, prove a sufficient safeguard against uselessness or incapacity.

8. The future constitution of the provincial branch of the educational service in these Provinces may now be considered. Taking the inspecting staff first, I am to explain that in the reorganization scheme provisionally sanctioned by the Secretary of State the entire staff for purposes of inspection consists of (1) four Inspectors, all holding graded appointments and consequently belonging to the superior branch, and (2) nine Assistant Inspectors who would naturally belong to the Provincial branch. These proposals, as already explained, had reference to the existing strength of the graded service at the time they were made. But with the further retirements which will shortly occur in the graded service, and with the restriction of the branch of the service recruited in England to ten officers, the scheme provisionally sanctioned will require some modification. The present Director of Public Instruction has now urged that five Inspectors instead of four are urgently required for the Province, of whom one would be entirely engaged in the inspection and public examination of European schools, and that eight Assistant Inspectors instead of nine will be sufficient. He considers that three of the proposed five Inspectorships may be allotted to the Provincial service.

9. In this Government's letter No. 1305, dated 27th September 1890, four inspecting circles were proposed on the assumption that the special work of inspecting European schools throughout the Province could be discharged by the Inspector in charge of the smallest circle. The inconvenience and inadequacy of this arrangement have been strongly pressed on the attention of this Government by the present Director, himself an experienced Inspector, and Sir Auckland Colvin is constrained to admit the force of his arguments. The scheme now submitted accordingly provides for five Inspectors, of whom two are shown in the Superior service and three in the Provincial service. The Lieutenant-Governor and Chief Commissioner proposes that the salary of Inspectors in the Provincial branch shall be R450 rising in ten years to R740.

As these Inspectorships will ordinarily be filled by selection from the Head Masters of the leading High schools in these provinces, whose salaries are about R400 a month, the minimum salary cannot conveniently be placed lower than R450.

10. The reduction of the Assistant Inspectors from nine to eight involves a recasting of the scale of salaries provisionally sanctioned by the Secretary of State. The sanctioned scale and that now proposed by this Government are :—

Sanctioned.	R	R	Proposed.	R	R
Two on	400=	800	One on	400=	400
Three on	300=	900	Three on . . .	300=	900
Four on	200=	800	Four on . . .	200=	800
Total .		2,500	Total . .		2,100

11. The Professorial staff of the Provincial service remains as shown in the scheme sanctioned by the Secretary of State, with the exception that in the arrangements proposed in this Government's letter No. 336, dated 19th February 1892, for the appointment of a Professor of English Literature for the Benares College, the salary of the Professorship of Mathematics, Benares, will be reduced from R250—375 to R200—250, and the Assistant Professorship of Science on R125 will be converted into a Professorship of Science on R200—250. These changes have been included in Statement B which gives in detail the scheme for the ultimate reorganization of the department put forward in this letter in response to the instructions of the Secretary of State. Should the scheme be approved, I am to request that this Government may be authorised to gradually introduce it as vacancies occur in the graded service. Omitting Mr. Nesfield, who is on deputation as Director of Public Instruction, there are at

present only six officers holding substantive appointments in the graded service in these Provinces. Adding to these six the two Professors appointed last year by the Secretary of State under probationary agreements, the Professor of History and Political Economy just appointed to the Muir College by His Lordship's Despatch No. 74, dated the 28th July 1892, and the Professorship of English Literature for the Benares College, which the Secretary of State has also sanctioned, the total number of officers in the department recruited in England will now be ten—the number of cadre offices proposed in Statement B for this branch of the service. Appointments to the three Inspectorships and the eight Assistant Inspectorships proposed for the Provincial service can thus be made as soon as the scheme now submitted is sanctioned.

12. The cost of the final scale gives an average of R15,283-5-4 a month, being an excess of R183-5-4 per mensem on the present sanctioned scale, and an excess of R1,191-10-8 a month on the scale provisionally sanctioned by the Secretary of State. But the final scale includes, while the latter does not, the appointments of a Professor for the Benares College and of a Professor for the Muir College referred to in paragraph 6 above.

13. In connection with the scheme now submitted it is desirable that a rule should be laid down for determining the salary to be drawn by a member of the Provincial branch when appointed to act as an Inspector or a Professor in place of an officer recruited in England. The Lieutenant-Governor and Chief Commissioner proposes that in such cases, for the purpose of calculating acting allowance, the salary of an Inspectorship or Professorship on the superior cadre shall be taken to be R750 a month, that being the minimum salary of officers in the Superior service on completion of the probationary term.

In conclusion I am to say, with regard to the remark made in paragraph 6 of the Secretary of State's Despatch as to the undefined position of Head Masters recruited in England, that only one occasion* for making such an appointment has as yet arisen in these Provinces. In that case the gentleman appointed by the Secretary of State has been engaged for a term of five years, and the post which he holds—that of Head Master of Bareilly High School—is not pensionable, the salary being paid from local funds. Should a necessity for making similar appointments arise in future, a probationary engagement in the first instance for a limited term of years would certainly commend itself to this Government. With regard to the position to be assigned in the Educational service to Head Masters recruited in England, the opinion of this Government is that such officers should be ordinarily considered to belong to the Provincial and not to the Superior branch. The emoluments of such posts in these Provinces are comparatively low, the prospects of advancement limited, and it is therefore not reasonable to expect that they will as a rule attract candidates of the high educational attainments which may properly be held to be essential in the case of officers belonging to the Superior service. It will always be open to the Government in exceptional cases to represent to the Secretary of State that the educational qualifications and services of a particular Head Master are such as to make his advancement to the superior service desirable.

* *Vide* correspondence ending with Home Department's letter No. 243, dated 30th September 1891.

No. 14.

STATEMENT A.

	Minimum.	Maximum.	Remarks.
Superior Service.			
(1) *Inspecting Staff.*	R	R	
1 First grade Inspector	1,250	1,500	
2 Second grade Inspectors	2,000	2,500	
1 Third grade Inspector	750	1,000	
(2) *Professorial Staff.*			
2 Second grade officers	2,000	2,500	
1 Third grade officer	750	1,000	
1 Fourth grade officer	500	750	
Non-graded. 1 Professor of Mathematics, Muir College.	600	600	By. G. O. No. 336, dated 19th February 1892, to the Government of India, sanction was asked to the appointment of a Professor of English Literature in the Benares College, to be recruited from England, on R500 a month. This appointment has now been sanctioned by the Secretary of State. It is represented in this statement by the graded appointment in the fourth grade which is now vacant.
Non-graded. 1 Professor of Physical Science, Muir College.	600	600	
Total	8,450	10,450	

STATEMENT A.—*contd.*

	Minimum.	Maximum.	Remarks.
PROVINCIAL SERVICE.			By G. O. No. 1982, dated 21st December 1891, to the Goverment of India, sanction was asked to the appointment of Professor of History and Political Economy in the Muir College. This has been sanctioned by the Secretary of State in Despatch No. 74, dated 28th July 1892. It is not included in this statement, but it is included in Statement B.
(1) *Inspecting Staff.*	R	R	
2 Assistant Inspectors	800	800	
3 Ditto	900	900	
4 Ditto	800	800	
Personal allowance to Pandit Lakshmi Shankar Misra.	50	50	
(2) *Professorial Staff.*			
Assistant Professor of Science, Benares .	125	125	By G. O. No. 336, dated 19th February 1892, to Government of India, this post is proposed to be abolished, and a Professor of Science on R200—250 created.
1 Professor of Mathematics, Benares .	250	375	By same letter the salary of this post is proposed at R200—250 in future.
1 Ditto of Law, Muir College . .	400	400	
1 Ditto of Sanskrit, ditto . .	300	300	
1 Ditto of Arabic and Persian, Muir College.	200	200	
1 Mathematical Lecturer, Muir College .	200	200	
1 Assistant Professor of English, Muir College.	200	200	
TOTAL .	4,225	4,350	
GRAND TOTAL .	12,675	14,800	
	R	*a. p.*	
Average .	14,091	5 4	

STATEMENT B.

	Minimum.	Maximum.
SUPERIOR SERVICE (RECRUITED IN ENGLAND).		
(1) *Inspecting Staff.*	R	R
2 Inspectors on R600, first five years from commencement of service in India: and on R750 to R1,000 from 6th to 10th year.	1,200	2,000
Allowance to Senior Inspector	250	250
(2) *Professorial Staff.*		
8 Professors and Principals, Government Colleges, on R600 for first five years from commencement of service in India: and on R750 to R1,000 from 6th to 10th year.	4,800	8,000
1 Principal's allowance, Muir Central College, Allahabad . . .	250	250
1 Ditto, Queen's College, Benares	250	250
TOTAL .	6,750	10,750

STATEMENT B.—*contd.*

	Minimum.	Maximum.
PROVINCIAL SERVICE.		
(1) *Inspecting Staff.*	R	R
3 Inspectors on R450 to R750 in ten years	1,350	2,250
1 Assistant Inspector on R400	400	400
3 Assistant Inspectors on R300	900	900
4 Ditto on R200	800	800
Personal allowance to Pandit Lakshmi Shankar Misra	50	50
TOTAL	3,500	4,400
(2) *Professorial Staff.*		
1 Professor of Science, Benares	200	250
1 Ditto of Mathematics, Benares	200	250
1 Ditto of Law, Allahabad	400	400
1 Ditto of Sanskrit, Allahabad	300	300
1 Ditto of Arabic and Persian, Allahabad	200	200
1 Mathematical Lecturer, Allahabad	200	200
1 Assistant Professor of English Literature, Allahabad	200	200
TOTAL	1,700	1,800
GRAND TOTAL	11,950	16,950
Average	R *a.* *p.* 15,283 5 4	
Excess on "present scale" as given in statement appended to Government of India's Despatch, dated 18th August 1891.	183 5 4 a month.	
Excess on scale provisionally sanctioned by Secretary of State's Despatch No. 9, dated 28th January 1892.	1,191 10 8 a month.	

No. 15. From C. L. TUPPER, Esq., Chief Secretary to the Government of the Punjab, to the Secretary to the Government of India, Home Department,—No. S./903, dated the 17th October 1892.

I am directed to acknowledge the receipt of your letter No. 131, dated the 26th March 1892, forwarding, for consideration, two papers bearing on the reorganization of the Educational Department, and requesting the opinion of the Lieutenant-Governor on certain special matters involved; and, in reply, I am to communicate the following remarks.

2. Before coming to the matters which have to be specially considered, I am desired to say that the Lieutenant-Governor understands that the necessity for recruitment in England for long terms, affording the officers permanent careers in India on pensionable service, is fully conceded. The recruitment will be, in every instance, for a probationary period of five years only to begin with; but it will be in the power of the Local Government, should the retention of the officers seem desirable in the public interest, also in every instance, to change the contract, as heretofore, into one of permanent service under the ordinary Civil Service Regulations. If this be so, the chief ground of the objection of the Punjab Government to the abolition of the Graded Service, urged in its letter No. 456-S., dated the 7th September 1889, will have been removed. At the same time it will remain true, that so far as Inspectors of Schools are still to belong to the service recruited in England, it will be through the Professorships that they will be prepared, by becoming acquainted with the people, their language, and the circumstances, for that work. There will thus continue to be but one method of recruitment for both offices, the professorial period leading to, and fitting for, the

inspectorial; but, ordinarily, Professors would be transferred to Inspectorships only on the occurrence of a permanent vacancy. The Lieutenant-Governor does not consider a University man of high attainments necessarily above the duties of an Inspector of Schools. On the contrary, on account of the administrative, pioneering, and advising duties of an Inspector a high degree of culture is very desirable; and, as it is from the Inspectorate that the Director of Public Instruction, or chief adviser of Government in educational matters, has to be chosen, high attainments are essential; and the occasional transfer of a Professor, after a few years' experience, to an Inspectorship, would seem to be a convenient way of making the short term professorial system practicable in the Colleges.

3. The first matter specially referred for opinion concerns the suggestions made in paragraphs 5 and 6 of the Secretary of State's Despatch (Public, Education / No. 9, dated the 28th January last) in respect of the pay and position of Educational officers to be recruited in England on the new terms. The Lieutenant-Governor, in the first place, cordially accepts the suggestion that future appointments should be to salaries rising with length of service, and supplemented by extra allowances for such superior officers as the Principalships of Colleges, and the senior Inspectorships of Schools. As the aim of the new method of recruitment is to attract men of high quality to the Educational Service, it appears to Sir Dennis Fitzpatrick that a sufficient initial pay with a definite substantial rise at the end of stated periods, would be more likely to meet the object in view than a fixed graded system, with promotion depending on the uncertain occurrence of vacancies. The initial pay to be offered is, of course, an important point, and must depend on the state of the market in respect of the article required. But the Lieutenant-Governor, looking to past experience of the graded system, and to the qualifications in view, is inclined to think that R600 per mensem would be a sufficient figure to begin with. He would make this a fixed pay for the probationary first five years' service, with an advance, at the end of that period, to R800, provided the engagement should be continued. For the second term of five years, the pay would remain at R800 per mensem, with a rise at the end of the period to R1,000. The further service would continue at R1,000 per mensem, unless the officers should attain to one of the appointments, or to that degree of seniority, to which an extra special allowance shall have been attached.

4. The Principalship of a College, the Lieutenant-Governor thinks, and the senior Inspectorship of Schools, should each have a special allowance of R250 per mensem attached to them, and for the most senior officer in either of these appointments, the extra allowance should be R500, making the total maximum pay of a Principal or an Inspector R1,500 per mensem, as at present. Any diminution of the prospective maximum pay of the service would, it is believed, materially tend to frustrate the object in view in altering the terms. As to whether, in the larger Provinces for instance, there might not be more than one of the higher, or R500, allowances will naturally depend on the circumstances, which each Province may be expected to explain for itself; but what is generally assumed is, that, to secure an agency of the highest quality in the Department of Public Instruction, every Local Government should be able to hold out the attraction of, at least, one of these allowances. And on the question whether higher pay than R1,000 per mensem should be open to a Professor as such, it is observed that, at present, a Professor's pay is not limited to that figure, and that there seem to be good reasons for maintaining this advantage. Inspectors of Schools too, other than the senior, have, at present, similar prospects; and, in the opinion of the Lieutenant-Governor, it would be only reasonable, as well as expedient, to have one or more of the lower, or R250 allowances, in each Province, available for Professors or Inspectors, of approved merit and long service, who, though deserving enough, may not have attained, or be likely to attain to these, as Principals, or as senior Inspectors.

5. The second matter referred for consideration is—'how to deal with Educational officers who, after some period of continued service, are found to be useless and inefficient, though not absolutely incapacitated by ill-health. On this question, the Lieutenant-Governor has no hesitation in expressing a very decided opinion. Within the probationary period of service it will usually be found possible to detect the flaws and deficiencies of an officer; and these, should they in any marked degree detract from his usefulness, ought, without exception, to lead to the termination of the engagement at the end of the period. For any considerable delinquency or serious inefficiency during the period, the condition, in the Indenture, of six months' notice to terminate the contract, would seem to suffice. And if, in every case, the first five years' term were to be one of probation, or test of fitness for further employment, as intended, the difficulty now being considered would seldom arise after that period. Should, however, inefficiency or worthlessness appear after the probation term, and should this defect arise from a culpable failure of character, the case would be such as is contemplated in Article 460 (*a*) of

the Civil Service Regulations, which implies that such inefficiency is a sufficient ground of dismissal or removal from service. To meet other cases, where moral obliquity may not be so easily traced, and where there may be reasons for compassionate consideration, the suggestion contained in paragraph 7 of the Secretary of State's Despatch already quoted—to reserve the right, in the terms of educational service, to retire an officer at any time, on the gratuity or pension to which he is, by length of service, entitled, if it should be deemed in the public interest so to do—might, it is considered, be usefully adopted.

6. The largest matter yet remains to be considered, namely, the reorganization of the Superior Educational Service in the Punjab, according to recruitment in England or in India, with a detailed scheme of what is proposed for the *Indian* (or home recruited) and the *Provincial* (or Indian recruited) Services.

7. There are at present eight graded appointments in this Province,—four held by Professors in the Lahore Government College, and four by Inspectors of Schools. Two of these appointments are held by Native gentlemen,—one by an Inspector, in the 3rd class, and one (provisionally) by a Professor, in the 4th class ; and these two appointments it is proposed to provincialise at once. There are five full Professorships in the Lahore Government College, four of which, as already stated, are filled by officers holding graded appointments, and the fifth by an officer, educated in England, but not on the Graded Establishment. As it is proposed to transfer one of the Graded Professorships to the Provincial List, reducing the appointments to Professorships from England to three, and making the proportion of home to local appointments as 3 : 2, it is not thought that it would be compatible with the maintenance of a high standard of efficiency in the College to carry the provincialising any further as regards that institution. There are five Inspectorships in the Province, two of which are held by Native officers, one graded, and one ungraded. As already said, it is proposed to provincialise the Graded Inspectorship held by a Native officer, which will make the proportion of home to local appointed Inspectors as 3 : 2. The Lieutenant-Governor will be prepared to transfer a further Inspectorship from the Indian to the Provincial List, as soon as there is a prospect of securing a sufficiency of Native Gentlemen of the Province with the necessary qualifications, thus giving an ultimate proportion of 2 : 3 ; but he does not consider that this would yet be done, with due regard to the full efficiency of the Service. Moreover, it will scarcely appear, he thinks, that only six appointments from England is more than a reasonable requirement towards the moral and intellectual uplifting of a province like the Punjab.

8. At present, below the Graded Service, there are six superior Ungraded Appointments, on salaries ranging from R250 to R800 per mensem. Below these, there are 12 other appointments, belonging to what is called the Gazetted Subordinate Service, on salaries in five grades, from R200 to R350; and, further down, there is the Non-Gazetted Subordinate Service, of 120 appointments, in six classes, and on salaries rising to R160. This last Service, which includes mostly District Inspectors and Special School Teachers, it is not proposed to touch ; and it will remain, as heretofore, the Lower Provincial, or simply, the Subordinate Service of the Educational Department. The two higher services give 18 appointments in all ; and 17 of these, together with the two appointments to be provincialised from the Graded Service, or altogether 19, it is proposed to constitute into a single Superior Provincial Service, to include the locally selected Professors and Inspectors, the Principal of the Central Training College, the Vice-Principal of the School of Art, the Inspectress of Schools, the Assistant Professors and Assistant Inspectors, and a few other officers. The eighteenth appointment of the higher Ungraded Services above referred to, which it is not proposed to include in the new Provincial List, is the Principalship of the Mayo School of Art, Lahore. This appointment, at present filled by Mr. J. L. Kipling, carries a pay of R800, together with a personal allowance ; the qualifications are of such a nature that in case the Vice-Principal (who is also appointed from home) should prove ineligible, it would have to be filled by recruitment in England ; and on account both of its status and the necessity of invariably recruiting it, directly or indirectly from England, the Lieutenant-Governor is of opinion that it might appropriately be transferred to the Indian List, the pay rising from R600 to R1,000, as in the other cases, and making one more, or seven altogether, of these appointments. Other appointments, such as the Principalship of the Central Training College, the Vice-Principalship of the School of Art, etc., will still, though on the Provincial List, have to be recruited in England ; but the pay and status of these seem to determine plainly enough the List on which they should be returned.

9. The rates of pay to be attached to the Indian Service appointments, as revised, have already been considered in paragraphs 3 and 4 above. These are R600—800—1,000, with

extra allowances for superior offices, and long and approved service. The Lieutenant-Governor considers that, in the Punjab, there should be one allowance of R500, and two allowances of R250; and he strongly recommends these for the approval of the Government of India. One of these allowances would be attached to the Principalship of the Lahore Government College, and one to the senior Inspector of Schools for the time being, and whichever of these two officers should be the senior would draw the R500. The remaining R250 allowance would be available for any one of the other officers on the List, and would be given to the senior, whether Professor, Inspector, or Principal of the School of Art, provided there should not appear to the Lieutenant-Governor sufficient reasons for withholding it. It has to be observed that whilst there are, at present, two Second Grade (R1,000—1,250) appointments in the Province, there is no First Grade (R1,250—1,500) appointment. But this is a matter on account of which Punjab Educational officers have long had a grievance; and the Lieutenant-Governor hopes that occasion will now be taken, by the sanction of one extra allowance of R500, that is, of one salary on R1,500, to remove what cannot fail to be a great disadvantage and discouragement to the officers concerned. When the graded system was introduced into the Punjab, education was more or less in its infancy; and it was deemed enough to make two Second Grade appointments the limit of attraction to the service, although this was not specified in the engagements. But during the intervening period of over twenty years, circumstances have greatly changed, and what was not considered then a necessity in respect of the officers, has, it is believed, now become a claim on the part of the Province. The Punjab, it must be admitted, deserves an educational agency equal to that of any other Province; several of its present Educational officers are men of the highest quality and character; and Sir Dennis Fitzpatrick would now like to see all reasonable grounds of discontent removed. He also proposes that, outside the ordinary service, the pay of the Director of Public Instruction, which was fixed many years ago at R1,500—2,000, or an average of R1,833⅓, should be raised to a fixed pay of R2,000 per mensem. The slightly enhanced rate seems due to the Director's heavy duties and responsibilities; and it would make the difference between his pay, and that of the ordinary staff more a measure of his much heavier, more varied, and more responsible work.

10. The present salaries of the 19 appointments, which it is proposed to form into the Superior Provincial Service, are shown in the table in the next paragraph; and for these it is proposed to substitute the new appointments shown in the same table which have a range from R150 to R800, in nine different classes. The appointments from and above R400 would constitute an upper section of the Provincial Service, and would be open, with a slight modification to the offices to be made over from the Graded Service and to those now on the Superior Ungraded List. The appointments below R400 would be open to the offices comprised in the present Gazetted Subordinate Service. By the arrangement proposed, seven appointments will have prospects ranging from R400 to R800, and the remaining 12, prospects from R150 to R400, it being understood that merit in the lower section would give a claim to promotion to the upper. The lowest class has been fixed at R150 instead of R200 as heretofore, on the ground that young graduates of distinction are now available at the lower figure. In the case of particular appointments, it would be convenient if it were left to the Local Government to limit the range of those within the two sections, should that be deemed advisable; that is to say, the Local Government would from time to time determine which appointments should be tenable by any officer belonging to either of the two sections of the Superior Provincial Service.

11. To summarise what has been said above, the following statement contrasts the distribution of appointments proposed with that at present existing:—

Superior Educational Service in the Punjab.

PRESENT.			PROPOSED.		
Appointments.	Salaries.	Allowances.	Appointments.	Salaries.	Allowances.
	R R			R	
Director	1,500—2,000	...	One	2,000	...
Graded Service—8 Appointments.			*Indian Service—7 Appointments.*		
	R R			R	R
Two	1,000—1,250		One	1,000	500
Three	750—1,000		One	1,000	250
Three	500—750		Four	600—800—1,000	One allowance of R250.
			One	600—800—1,000	

Superior Educational Service in the Punjab—concld.

Present.			Proposed.		
Appointment.	Salaries.	Allowances.	Appointment.	Salaries.	Allowances.
Superior Ungraded Appointments—6.					
	R	R			
One	800	100			
One	500	100	*Provincial Service—19 Appointments.*		
				R	
Two	400—500		One	800	
One	300—400		Two	650	
One	250		Two	500	
Gazetted Subordinate Service—12 Appointments.			Two	400	
	R				
Three	350		Two	350	
Two	300		Two	300	
Three	250		Four	250	
Two	225		Two	200	
Two	200		Two	150	

In the above table the first two proposed appointments below the Directorship are shown as carrying a fixed pay of R1,000 per mensem because the Principal of the Government College and the senior Inspector would always have reached the maximum fixed for the service if allowances be left out of account.

12. With regard to the extra allowances, the Lieutenant-Governor does not think that it would be necessary to begin the grant of these at an early date. Of the two officers in the Second Grade, one attained the maximum pay of R1,250 in October last year, and the other has only lately been appointed to the grade. Some years hence, an allowance of R250 might be given to the senior officer (Mr. T. C. Lewis, 6th Wrangler, and formerly Fellow of Trinity College, Cambridge), thus absorbing the higher, or R500 allowance; and the other officer (Mr. Bell, also distinguished) will gradually rise through the grade increments to R1,250, thus taking up one of the two R250 allowances. But the scheme generally would only gradually come into operation as new officers appointed by the Secretary of State should join the Department. It would, the Lieutenant-Governor believes, be practicable to provincialise the two graded appointments at once; but changes in the Provincial Service arising from the proposals now submitted would also be carried out only gradually, and as suitable occasions should occur.

No. 16. From L. K. Lawrie, Esq., Officiating Secretary to the Chief Commissioner, Central Provinces, to the Secretary to the Government of India, Home Department,—No. 4978, dated the 21st July 1892.

I am directed to acknowledge receipt of Mr. Hewett's letter No. 132, dated 26th March last, with its enclosures, on the subject of the reorganization of the Superior Educational Service in these Provinces, and to reply thereto as follows.

2. The Chief Commissioner entirely concurs in the view that it is desirable to offer more attractive prospects in order to secure University men of high attainment for the Superior Educational Service, and that at the same time it is possible to transfer to the Provincial Branch of the Department some of the work which has hitherto been performed by European officers in the graded lists. The number of Inspectorships in these Provinces is at present very small (three only, of which one is non-graded), and the Chief Commissioner is about to submit proposals for the appointment of three Assistant Inspectors and ten more Deputy Inspectors, with the view of meeting the growing needs of the Department, while relieving the European officers of the onerous and more or less mechanical work of examining village primary schools. Had this plan not recommended itself, it would have been necessary to propose an increase in the staff of European Inspectors. As it is, the Chief Commissioner recommends that the non-graded Inspectorship be transferred to the Provincial Service, leaving only two Inspectorships to be recruited from England.

3. With regard to the rates of pay to be offered, the Chief Commissioner is of opinion that the proposed scale (paragraph 5 of the Despatch) of R500, rising in ten years to R1,000, should in these Provinces be made applicable to Professors and Inspectors, according to the following scheme :—

	R R R
Professors	500—50—750
Inspectors	750—50—1,000

The Professorships in the single Government College in these Provinces (that at Jubbulpore) are not of sufficient importance to demand higher salaries, while it is very desirable that the best men should be obtained for the Inspectorships. When the Inspector General of Education goes on leave, it is usually necessary to appoint an Inspector to act for him, and the interests of the Department suffer if the individual selected is not fully qualified for the post. If a Professor were to exhibit qualifications for the work, it would be possible to promote him to an Inspectorship (as the Secretary of State suggests) upon a vacancy occurring. The Professor who acts as Principal of the Jubbulpore College should receive special allowance of R250 a month. In the opinion of the Chief Commissioner these terms ought to be sufficient to attract educational officers of the requisite attainments.

4. The proposal made in paragraph 7 of the Secretary of State's Despatch, that a stipulation that the Government reserves the right to require an educational officer recruited in England to retire on the gratuity or pension appropriate to his length of service (being over five years), if it is deemed to the public interest that he should so retire, should be included among the terms of educational service, contains, in the Chief Commissioner's opinion, a very necessary safeguard, and he is in favour of its adoption.

5. The detailed scheme for reorganization of the Superior Educational Service called for in paragraph 4 of the Secretary of State's Despatch is submitted as an appendix to this letter. Advantage has been taken of this opportunity to suggest an improvement in the pay of the Native Professors, and to include the additions to the inspecting staff referred to in paragraph 2 above.

APPENDIX TO LETTER No. 4978, DATED 21ST JULY 1892.

Scheme for reorganization of Superior Educational Service in the Central Provinces.

A.—Imperial Educational Service—

(Recruited in England)

	Pay. R R R	
1 Inspector General	1,250—50—1,500	
2 Inspectors	750—50—1,000	
1 Professor (Principal of College)	500—50—750	*plus* an allowance of R250 a month.
1 Professor	500—50—750	
Principal, Training School (non-graded, and recruited in England *or* India).	300—40—500	

B.—Provincial Service—

(Recruited in India)

1 Inspector	500—40—700
1 Professor	300—40—500
2 Professors	250—30—400
3 Assistant Inspectors*	200—20—300
29 Deputy Inspectors, graded as under—	
2 First grade	200
3 Second „	150
4 Third „	125
4 Fourth „	100
5 Fifth „	80
11 Sixth† „	60

* New officers—see paragraph 2 of the letter.

† *Ten* of these are new appointments—see paragraph 2 of the letter.

From F. C. GATES, Esq., I.C.S., Junior Secretary to the Chief Commissioner, Burma to the Secretary to the Government of India, Home Department,—No. 133-1-E.—14, dated the 8th August 1892. No. 17.

I am directed to acknowledge the receipt of your letter No. 133, dated the 26th March 1888, calling for the Chief Commissioner's opinion on the future organization of the Educational Department. In submitting Mr. Fryer's views on this subject, I am to remark that the

Public Service Commission did not visit Burma or obtain from Burma any particulars of the educational system which obtains in this province, and that this Administration is wholly unconcerned with several of the questions agitated before the Commission and discussed by the Secretary of State.

2. First, therefore, it is to be observed that there are in the service of Government in Burma no Principals or Professors of Colleges. There is only one College in the province, and that is managed by the Educational Syndicate of Lower Burma, which appoints the Principal and Lecturers thereof. They are obtained on special agreements, which exclude any claim to pension, sometimes from the United Kingdom and sometimes in India. Government supplies a large part of the Syndicate's funds and retains a power of general control over its operations, a power which in the matter of salaries and appointments it has been found necessary to exercise to any considerable extent. The recruitment and remuneration of Professors do not further concern Government, and Mr. Fryer considers that this system of managing the Rangoon College has so far been successful. The College has not, and for the present does not, need any distinguished specialists. When the time comes for engaging them the Educational Syndicate will be at least as well able as Government to secure them.

3. As there are no Professors in Government service the question of transferring them to be, temporarily or permanently, Inspectors of Schools does not arise.

4. The Educational Department consists of—

1 Director of Public Instruction on R1,250—1,500.
2 Inspectors on R750—1,000.
2 Inspectors on R500—750.
8 Deputy Inspectors on R200.
6 Deputy Inspectors on R150.
17 Deputy Inspectors on R100.
2 Sub-Inspectors on R50.
The Principal of the amalgamated High and Normal Schools at Moulmein on R500, five gazetted Head Masters on salaries varying from R250 to R400, the Editor of Vernacular Text-Books on R250, and 18 ungazetted Head Masters and Assistant Masters on salaries varying from R40 to R250.

The Department of Public Instruction was constituted first in 1867, and consisted then of one Director on a salary of R1,000 per mensem. In 1870 the Director's pay was raised to R1,000—1,250 and in 1874 one Inspector on R750—1,000 was appointed. In 1877 by the letter cited in the margin* the appointment of a Junior Inspector was sanctioned on a salary of R400, which in 1883 was raised† to R500—750. In May 1890 a third Inspector on a salary of R750—1,000 was appointed ‡ for Upper Burma.

* Home Department endorsement No. 262, dated 3rd December 1877.
† Home Department endorsement No. 415, dated 10th December 1883.
‡ Home Department endorsement No. 159, dated 31st May 1890.

The appointment of a fourth Inspector of Schools on a salary of R500—750 has recently been sanctioned§ by Her Majesty's Secretary of State.

§ Home Department endorsement No. 189, dated 25th June 1892.

The post of Director is now held by Mr. Pope, who entered the Bengal Educational Service as a fourth-class graded officer in July 1876 and came to Burma as Director in May 1889. The Senior Inspector of Schools in Lower Burma entered Government service as a Deputy Inspector of Schools in Mysore in April 1861, was promoted in Mysore to be an Inspector of Schools, and was transferred to Burma in May 1880 when the administration of Mysore was handed over to the Maharaja. He is included in the third Appendix to the Civil Service Regulations, but is not on the graded list.

The present Inspector of Schools in Upper Burma entered Government service in 1874 as Editor of the *Educational Gazette*, became Junior Inspector in 1878, had his pay increased in 1883, and was appointed Inspector of Schools, Upper Burma Circle, in 1890. He is under the Indian Services Leave Rules.

The Junior Inspector of Schools, Lower Burma, was appointed ‖ by Her Majesty's Secretary of State in 1890. He was previously Registrar of the Educational Syndicate in Lower Burma. He is on the graded list of the Educational Department and enjoys the European Services Leave Rules.

‖ Home Department No. 159, dated 31st May 1890.

The office of Principal of the Amalgamated High and Normal School at Moulmein was created, and the present incumbent was selected for the post by the Secretary of State after correspondence which ended with your endorsement No. 67, dated the 9th March 1891. Mr. Wilkins is entitled to the Indian Service Leave Rules. He is not on the graded list.

5. The Director, the three Inspectors, and the Principal of the Moulmein School correspond more or less to the graded service and superior ungraded service of the older provinces. A report is now required, it is understood, regarding the following questions :—

(a) Which of the abovementioned appointments is it proposed to fill, now or ultimately, by appointing members of the Provincial Educational Service recruited in India?

(b) What salaries should officers of the latter class holding such posts receive?

(c) How can the essential part of the graded system, namely, the prospect of continued service, be retained and yet be cleared of any reasonable objections advanced against the present system by the Public Service Commission?

(d) Among the terms of educational service should there be included a stipulation reserving to Government the right to require an Educational Officer recruited in England to retire on the gratuity or pension appropriate to his length of service if it is deemed to be to the public interest that he should so retire, though not declared permanently incapacited by bodily or mental infirmity?

6. The Officiating Chief Commissioner sees no near prospect of filling any of the posts above mentioned with members of a Provincial Educational Service. Such a service would be recruited partly by promotion from the Subordinate Educational Service, partly by direct appointments. There is no officer among the Deputy Inspectors whom the Chief Commissioner can regard as capable or likely within the next ten years to be capable of discharging an Inspector's duties. Two Head Masters have been tried as Officiating Inspectors and have failed, and it is improbable that any of the other Head Masters in Government service would do better. Sir Alexander Mackenzie was unable to recommend any one in Burma for the fourth Inspectorship which has recently been sanctioned. Neither by nomination nor by competition could natives of the province competent for an Inspector's work be obtained until the present low level of educational attainments has been very considerably raised. The importation of natives of other Indian provinces, or of an inferior class of Europeans, who might satisfy the requirements which the Public Service Commission in Chapter VIII of their report proposed to exact for the provincial service, would cause discontent among the managers and teachers of schools and injure the progress of education. The managers of schools in Burma are—

(1) Buddhist monks.
(2) Buddhist laymen.
(3) European or American Missionaries.
(4) Local bodies.
(5) The Educational Syndicate of Lower Burma.

The managers of Anglo-Vernacular schools are mostly of the three latter classes. To deal with these various classes and with the officers of the Commission an English officer of good education and social position is required. There are only one High and two Normal Schools which are directly managed by Government, and the abandonment by Government of direct instruction renders it more essential that the inspecting agency should be as strong as possible. The Director of Public Instruction has proposed to create a Provincial Educational Service consisting of a Personal Assistant to the Director of Public Instruction and four Assistant Inspectors. He explains that he makes this proposal partly because indigenous education needs more inspection and supervision, partly in order to reward deserving officers, European or Native, who have done good work in the province. Practically considered this proposal amounts to creating a better paid grade of Deputy Inspectors and to providing one or two appointments to which deserving Head Masters of Government schools could be promoted. It would not tap any new source of supply for Educational Officers or make it any the more possible to dispense with any of the Inspectors.

The Officiating Chief Commissioner is inclined to think that some improvement in the position of Deputy Inspectors will shortly be desirable. At present their highest salary is R200 per mensem, and good men leave the Educational Service for other departments where the prospects are better. This, however, is a matter wholly distinct from the creation of a provincial educational service for which, in Mr. Fryer's opinion, Burma is not ripe. The starting of inspection work in Upper Burma has, however, given promotion to many officers, and the Officiating Chief Commissioner would prefer to consider separately and subsequently the need for a higher grade of Deputy Inspectors. The necessity for additional appointments, such as the Personal Assistant to the Director of Public Instruction, has not been demonstrated at present. The appointment of Principal of the Amalgamated High and Normal Schools,

Moulmein, might possibly be filled at some time by recruitment in Burma; but as the post is not likely to fall vacant for some years to come, the present incumbent having been in it only one year, seems useless to further consider the question.

The Director of Public Instruction recommends that this appointment should be placed on the graded list, but the Officiating Chief Commissioner can see no advantage in so doing. If an Inspectorship should fall permanently vacant and if it should be desired to appoint to it the present Principal of the Moulmein School, there would be nothing to prevent it. But the Officiating Chief Commissioner does not think that the Principal should, while remaining in Moulmein, succeed to the incrementing salary of an Inspector.

In fine, the Officiating Chief Commissioner's view is that the present time, when the needs of Upper Burma are not yet fully known and when the average of educational attainments in Lower Burma is still low, is not propitious for attempting any radical reorganization of the Educational Department.

7. If there is to be no provincial service it is unnecessary to consider what salaries shall be assigned to officers in it.

8. For recruiting Inspectors the Officiating Chief Commissioner thinks that a graded service is the best and most economical method. It is very desirable that officers for this work should be obtained while young and able to master the language of the province. It is also desirable to retain officers who have acquired a knowledge of the language and useful experience. A salary of R500 rising by annual increments in five years to R750 with prospects of promotion appears to the Officiating Chief Commissioner likely to attract young men of sufficient intellectual capacity and energy for the post of Inspector. No doubt in a small service there may be great difficulty in so regulating the recruitment as to provide a steady flow of promotion, but it will be more economical to compensate for exceptionally slow promotion by personal allowances than to provide salaries of which the increase is regulated solely by efflux of time. The objections to the latter course, as restricting the power of Government to supersede slothful officers, are also patent. As one Inspector in Burma will attain the age of 55 in 1894 and another in 1901, an officer appointed in this year to the grade of R500—750 would probably obtain R1,000 per mensem after 14 years' service, even if the expansion of education did not before then render necessary the creation of one Inspectorship on R1,000—1,250, a measure which the Director of Public Instruction has already recommended, but which the Chief Commissioner has not thought it necessary to propose to the Government of India at present. Mr. Fryer does not think that University men of very high attainments are needed for Inspectorships, and he believes that the present pay, with perhaps more liberal minimum furlough allowances, will secure the men required.

9. The Officiating Chief Commissioner thinks that Government should certainly reserve the right to require an officer recruited in England for the Educational Service to retire after not less than five years' service if he is found to be useless and inefficient. The provision is not, it seems to Mr. Fryer, more required for Inspectors than for many other classes of officers, but it is undoubtedly desirable in the case of Inspectors.

10. The number of Head Masters recruited in England is small and must steadily diminish. It has been already explained that only three schools are managed by Government. The Masters who were in Government service before the Government schools were handed over to the Municipalities and who have continued to serve under Municipal Committees retain their claims to leave and pension. Their number is diminishing by retirements and deaths and no more are appointed. The few Masters who may be required from England for the one High and two Normal Schools which are managed by Government may conveniently be obtained on terms to be specified for each case. There appears to be no necessity in Burma for defining generally the position of Head Masters recruited in England.

No. 18. From F. C. DAUKES, Esq., Secretary to the Chief Commissioner of Assam, to the Secretary to the Government of India, Home Department,—No. 7118-G., dated the 12th August 1892.

I am directed to acknowledge the receipt of your letter No. 134, dated the 26th March 1892, asking for an expression of the Chief Commissioner's opinion on certain points discussed in paragraphs 4, 5, 6, and 7 of the Despatch from the Secretary of State, No. 9, dated the 28th January 1892, regarding the mode of recruitment and the conditions of service to be applied in the case of Principalships, Professorships, and Inspectorships in the Education Department.

2. In reply I am to invite a reference to this office letter No. 5883, dated the 29th September 1886, and to say that in Assam there is only one appointment, that of Head of the Education Department, which belongs to the Superior Educational Service. As regards this appointment, which is borne on the Bengal list, the Chief Commissioner is quite willing to acquiesce in any course of training or conditions of service which may commend themselves to the Government of Bengal, the only points essential from the point of view of this Administration being that a European should be retained at the head of the department in Assam, and that the officer selected should have as varied an experience as possible in the several branches of educational work.

From Captain C. W. RAVENSHAW, Secretary to the Chief Commissioner of Coorg, to the Secretary to the Government of India, Home Department,—No. 1165—447-86, dated the 23rd July 1892. No. 19.

In reply to your letter No. 135 of the 26th March 1892, forwarding for opinion certain papers relative to the recommendations of the Public Service Commission regarding the Educational Department, I am directed to say that Mr. Marsden, the Inspector of Schools, is the only officer in the Superior Educational Service under this administration, but in his case the Chief Commissioner does not consider any opinion of his is necessary, as he belongs to Madras, whence he gets his promotion and two-thirds * of his pay. Mr. Marsden is the Inspector for Coorg in addition to his Madras duties, and as he is essentially a Madras man, his pay and position will be taken up by that Government.

* Coorg pays one-sixth, and the Civil and Military Station of Bangalore the other one-sixth.

2. As regards the Head Mastership of the Mercara Central School, the Inspector of Schools reports as follows :—

> The Central School takes the place of a college in larger provinces. It is the most important institution in Coorg. It may be necessary at any time in the future to raise the High School to the rank of a college. The Head-Mastership has always been held by a European, and as there are two large boarding schools attached to the institution, and the Coorg youths are very different from ordinary Hindu boys, being bigger made, stronger, and most of them of a very unruly disposition, and requiring a very firm hand to control them and maintain discipline, I am strongly of opinion that the Head Mastership should always be filled by a European. The pay of the place (R300) is, in my opinion much too small to secure and keep the services of a properly qualified Head Master. Up to 1885 the Head Mastership had been held for a long time by the Reverend G. Richter and myself. Each of us, however, had other allowances, which increased the pay considerably. In my own case, I originally had a personal allowance from the Mysore Government, which brought up the pay to R500, and I was subsequently admitted to the Madras graded list. I beg to propose that the pay of the Head Master of this important school be fixed at R500, and that, in case of a vacancy, it be filled by an Englishman from one of the Universities at home.

3. The Chief Commissioner, I am to say, agrees with Mr. Marsden in thinking that the salary of the post may be increased, but only for future incumbents, and recommends Mr. Marsden's remarks to the favourable consideration of the Government of India.

From G. R. IRWIN, Esq., Secretary for Berar to the Resident, Hyderabad, to the Secretary to the Government of India, Home Department,—No. 224, dated the 1st August 1892. No. 20.

I am directed to acknowledge the receipt of Mr. Hewett's letter, cited in the margin, regarding the reorganization of the Educational Department in the Hyderabad Assigned Districts.

No. 136, dated the 26th March 1891.

2. In reply I am to forward a copy of a communication No. 1035, dated the 1st July 1892, from the Commissioner, Hyderabad Assigned Districts, enclosing a letter * from the Director of Public Instruction. The Resident accepts the Director's conclusions and has no additional observations to offer. The Educational Department in Berar may, Mr. Plowden thinks, with advantage be left upon its present footing.

* No. 752, dated the 6th June 1892.

From S. B. JATAR, Esq., Director of Public Instruction, Hyderabad Assigned Districts, to the Commissioner, Hyderabad Assigned Districts,—No. 752, dated the 6th June 1892. No. 21.

With reference to your endorsement No. 3311, dated the 23rd ultimo, asking me to submit my opinion on paragraphs 4, 5, 6 and 7 of the Secretary of State's Despatch, Public (Educational), dated the 28th January 1892, I have the honour to submit the following report.

2. *Paragraph 5 of the Despatch.*—This paragraph relates to the diminishing of the number of officers recruited in England in order that University men of high attainments may

be secured, etc. As we have no Colleges, no graded Educational Officers and only two Inspectors) including the Director of Public Instruction), both of whom are recruited in India, it will not probably be necessary to recruit officers in England for the Educational Department of this Province for some time to come, and we need not consider this subject for the present.

3. *Paragraph 6 of the Despatch.*—This paragraph relates, *first*, to the salaries of the Professors recruited in England, and *secondly*, to the Inspectorships. Lord Cross thinks that at least one-half of the Inspectorships should be "transferred to the Educational Provincial Branch." This obviously is not applicable to Berar, as both the Inspectorships (including the Directorship) in Berar may be said to belong already to the "Provincial Branch." The transfer, permanent and temporary, from a Professorship to an Inspectorship is also dealt with in this paragraph and this also is not applicable to Berar. At the conclusion of the paragraph, attention is invited to the position of Head Masters recruited in England. It is not necessary for us to consider this question as the Educational Department of this Province does not require Headmasters recruited in England.

4. *Paragraph 7 of the Despatch.*—This paragraph deals with the following point, namely, "the best way to deal with Educational Officers who, after some period of continued service are found to be useless and inefficient, though not absolutely incapacitated by ill-health." We need not, for reasons stated before, consider the question regarding officers recruited in England. But if the rule suggested at the conclusion of the paragraph, namely, that an Educational Officer recruited in England should be made "to retire on the gratuity or pension appropriate to his length of service * * if it be deemed to be to the public interest that he should so retire though not declared permanently incapacited by bodily or mental infirmity" were made generally applicable to Educational Officers it would be in the interests of the Department. In the case of some men it is found after some years' service that they have made an unfortunate choice in entering Government service as schoolmasters. Though their education is sufficient for the work and they are physically fit for service, their natural inclination is thoroughly against schoolmasters' duties. It is always found difficult to provide places for such men in other Departments at a given time, and for these reasons it would be very convenient if such men could be made to retire.

5. *Paragraph 4 of the Despatch.*—I have been asked to submit a detailed scheme for the reorganization of the Superi or Educational Service in the Hyderabad Assigned Districts on the lines marked out in this paragraph. The question for consideration is "whether in each provincial scheme there should not be shown the details of Principalships, Professorships and Inspectorships which are to form the higher staff and also those which it is proposed now or ultimately to fill by appointing members of the Provincial Educational Service recruited in India. This question need not be considered by us because, as I have said before, we have only a small staff which is wholly recruited in India. As regards the salaries of this staff, I do not think that any change is required.

6. The Province is a small one, equal in area to less than two districts of the Bombay Presidency. It has few large towns, and the population is mainly agricultural. What is chiefly required is, therefore, primary education. We have no colleges and very few (26) secondary schools. For these reasons the existing staff is sufficient, and though an increase in the subordinate Inspecting officers (Deputy and Sub-Deputy Inspectors) may be rendered necessary after some time by a large increase in the number of Local Boards, primary schools and of aided schools, no change in the superior staff will be necessary for a long time to come.

The Government of India has suggested* that the Educational Services should be divided into two classes—the Provincial Service including all appointments above R200, and Subordinate Service including all appointments on R200 and under. According to this classification we have four officers in the Provincial Service, *viz.*, Director of Public Instruction on R1,000; Educational Inspector on R300, rising to R500; two Headmasters † of High Schools, each on R250.

* *Vide* the 3rd clause of paragraph 5 of their Despatch to the Secretary of State, No. 17 (Public), dated the 25th March 1892.

† One of these gentlemen is on R400, which is his personal pay.

All other officers in the Department are subordinate.

Endorsement by the Commissioner, Hyderabad Assigned Districts,—No. 1035, dated the 1st June 1892.

Copy submitted to the Secretary for Berar to the Resident, Hyderabad, with reference to his endosement No. 1436 of the 3rd May 1892. Nothing in Berar seems to be called for.

2. The Commissioner would draw the Resident's attention to the remarks closing the Director's paragraph 4. Unfit men in the Educational Department who have no interest in their work, certainly do considerable harm; and it would be well if some means could be devised of getting rid of them. But there must be something wrong in existing arrangements if, as stated by the Director, it takes some years to find a man out.

3. Possibly it would be well to have all original appointments probationary for three years, subject to a further report at the end of two years of fitness. A man's real qualification should be discoverable within five years of joining.

From H. H. Risley, Esq., C.I.E., Secretary to the Government of Bengal, General (Education) Department, to the Secretary to the Government of India, Home Department,—No. 426T—G., dated the 10th July 1893. No. 22.

I am directed to submit, for the sanction of the Government of India, the following scheme for the redistribution of Circle Inspectors, Joint Inspectors, and Assistant Inspectors of Schools in Bengâl.

2. The question of framing such a scheme arose out of an application by the Director of Public Instruction for the appointment of an Assistant Inspector of Schools for the Dacca Division. Sir Charles Elliott was of opinion that this application could not be justified, and desired the Director to reconsider the question of the distribution of Circle Inspectors, Joint Inspectors and Assistant Inspectors of Schools in Bengal, and to favour the Lieutenant-Governor with an expression of his views as to how many of such officers there should actually be, what areas should be under them, and what should be their duties of inspection and management. In reply the Director of Public Instruction submitted two schemes—one to divide Bengal into four Inspectors' circles, consisting of two divisions each, leaving Orissa in charge of a Joint Inspector; and the other providing three circles only, each containing three divisions.

Under the first of these schemes the proposed Inspectors' circles were to be—

(1) Presidency and Chota Nagpur Divisions (*as at present*). Area 38,034 square miles. Number of schools 8,443.

(2) Patna and Bhagalpur Divisions (*as at present*). Area 44,186 square miles. Number of schools 14,101.

(3) Dacca and Chittagong Divisions (*as at present*). Area 27,163 square miles. Number of schools 21,113.

(4) Rajshahi and Burdwan Divisions. Area 31,307 square miles. Number of schools 14,439.

(5) Orissa* under a Joint Inspector. Area 8,172 square miles. Number of schools 8,238.

* Excluding Tributary States.

Under the second scheme, which provides for three circles, it was proposed to apportion the circles in one or other of the two following ways:—

(*a*) The Presidency Circle, to include the Presidency, Burdwan, and Orissa Divisions, in all 14 districts,† having an area of 34,196 square miles, with 25,443 schools. The North-Eastern Circle, with head-quarters at Dacca, to include Rajshahi, Dacca, and Chittagong Divisions, in all 15 districts, having an area of 44,514 square miles, with 24,631 schools. The Bihar Circle, to include Patna, Bhagalpur, and Chota Nagpur Divisions, in all 17 districts, having an area of 71,152 square miles, with 16,260 schools; or

† Excluding Tributary States of Orissa.

(*b*) The Presidency, or Southern Circle, comprising the Presidency, Chittagong, and Orissa Divisions,‡ in all 13 districts, with 32,358 square miles and 22,720 schools. The Northern Circle, comprising the Dacca, Rajshahi, and Burdwan Divisions, in all 17 districts, with 46,352 square miles and 27,354 schools. The Western Circle, comprising, as above, the Bhagalpur, Patna and Chota Nagpur Divisions, in all 17 districts with 71,152 square miles and 16,260 schools.

‡ Excluding Tributary States of Orissa.

3. After careful consideration of these proposals, Sir Charles Elliott approved the scheme (*b*) under which three officers of the superior graded service (of whom at least two should be

Europeans) will be appointed as Circle or Chief Inspectors of Schools, having under them a Divisional Inspector of the Subordinate Service for each Commissioner's Division. There will thus be three Chief Inspectors and nine Divisional Inspectors, who will take the place of the five Circle Inspecters and eight Assistant Inspectors of the existing arrangement. The Inspector of the Circle will be designated the Chief Inspector, and will be generally responsible for the supervision of all kinds of education (except University education) in his circle; but his chief concern will be with colleges under officers of the Subordinate Service, with special schools and with high schools, more particularly those at head-quarters of districts and sub-divisions. The Divisional Inspectors will occupy themselves principally with high schools receiving grants-in-aid, and with all middle class schools. They will also test the work of the Deputy and Sub-Inspectors by occasional visits to schools of a lower class.

4. The accompanying proposition statement, which has been verified by the Accountant-General, shows in detail the present establishments, of Circle and Assistant Inspectors of Schools, and the establishments which the new Chief Inspectors and the nine new Divisional Inspectors will require under the revised arrangement. After providing for the required establishments, there will be an ultimate net saving of R61-8 a month, or R738 per annum.

5. It will be remembered that in paragraphs 8, 13, and 14 of this Government letter No. 267T.—G., dated the 28th September 1891, and in paragraph 4 of letter No. 1851, dated the 29th July 1892, it was proposed, as part of the basis of the scheme for the reorganization of the Bengal Educational Service, to have as inspecting officers of the higher rank—

Proposed cadre.

	Superior Service.	Provincial Service.	
Inspectors	3	3	(Including Inspector of European Schools.)
Inspectress	...	1	
Joint and Assistant Inspectors	...	9	
Inspectors of Muhammadan Schools	...	2	
TOTAL	3	15	

Under the present proposal the officers will be distributed as follows:—

	Superior Service.	Provincial Service.
Chief Inspectors	3	...
Inspector of European Schools	...	1
Divisional Inspectors	...	9
Inspectress of Schools	...	1
Inspectors of Muhammadan Schools	...	2
TOTAL	3	13

The result of the present proposals will therefore be to reduce the number of appointments in the proposed Provincial Service by two, *i.e.*, from 95 (as shown in paragraph 14 of letter No. 267T.—G., dated the 28th September 1891) to 93. Sir Charles Elliott was of opinion that it was desirable to retain high appointments for all Divisional Inspectors, who would, under the scheme for redistributing circles explained, have considerably increased powers entitling them to posts of a value of not less than R250 a month, and I am therefore to recommend that the reduction arising out of the redistribution now proposed should be made by striking out two of the proposed 7th grade appointments (R200 per month) provided in 7 (ultimate distribution) of the statement in paragraph 17 of the letter of 28th September 1891. The savings thus effected amount to R400 a month, or R4,800 per annum, the total saving being R4,800 *plus* R738, or R5,538 per annum.

6. The principle involved in the foregoing scheme for the redistribution of the higher inspection agency was fully considered by Sir Charles Elliott, and the scheme was definitively accepted by him before leaving India. The delay in reporting it for the sanction of the Government of India has arisen from the necessity of obtaining from the Accountant-General the proposition statement annexed, which has taken some time to prepare. Sir Antony MacDonnell cannot withhold from the Government of India any proposal sanctioned by his predecessor: but in submitting this proposal he would beg leave to make the following remarks. It has hitherto been accepted by this Government and by the Government of India that there should be five Inspectors of Schools in Bengal, and that not more than two

Inspectors should be Natives of India, leaving three European officers. The proposal now made reduces the number of European officers to two, as it is contemplated that one of the three shall be a native officer; and if the proposal be sanctioned, the tendency will be towards the still further substitution of Native for European agency. The province of Bengal is so large, and the work of inspection, especially under the policy of transferring the charge of education to local bodies, so onerous if properly done, that the Officiating Lieutenant-Governor is not satisfied of the prudence of reducing the staff of highly trained superior officers, or diminishing the European agency. The existing plan of having a staff of five Circle Inspectors of the graded service for the Province, with an Assistant Inspector for each division and Deputy and Sub-Inspectors for each district, seems to him a more prudent and efficient arrangement. Sir Charles Elliott's proposals now made will reduce the inspecting staff by two officers, while by increasing the area in the charge of the superior inspecting staff—already very large—the efficiency of these officers for purposes of inspection must, it would seem, be reduced.

But having said this much, the Officiating Lieutenant-Governor feels it his duty to submit the scheme for the orders of the Government of India. If sanction is given, the number of appointments to the 7th class, as shown in column 7 of the table appended to paragraph 17 of letter No. 267T.—G., dated the 28th September 1891, will be reduced from 22 to 20, and the cost in column 8 from R4,400 to R4,000.

Proposition statement showing the present establishment of Circle and Assistant Inspectors and the establishments which the proposed Chief and Divisional Inspectors will require under the scheme of redistribution of Circle Inspectors, Joint-Inspectors and Assistant Inspectors of Schools. No. 23.

Office to which the proposition refers.	Nature of charge.						Proposition.	
	Present Scale.			Proposed Scale.			Increase per month.	Decrease per month.
	No.	Designation.	Pay.	No.	Designation.	Pay.		
1	2	3	4	5	6	7	8	9
			R a. p.		*Office of the Chief Inspector of Schools, Presidency or Southern Circle.*	R a. p.	R a. p.	R a. p.
Office of the Inspector of Schools, Presidency Circle.	1	Head clerk (R100 to R150).	137 8 0	1	Head clerk (R100 to R150).	137 8 0		
	1	2nd clerk (R75 to R100)	93 12 0	1	2nd clerk (R75 to R100)	93 12 0		
	1	3rd ,,	30 0 0	1	3rd ,,	30 0 0		
	1	4th ,,	25 0 0	1	4th ,,	25 0 0		
	1	5th ,,	20 0 0					
	5		306 4 0			286 4 0		
	1	Daftari	6 0 0	1	Daftari	6 0 0		
	2	Peons at R7 each	14 0 0	2	Peons at R7 each	14 0 0		
	1	Farash	6 0 0	1	Farash	6 0 0		
	1	Durwan	7 0 0	1	Durwan	7 0 0		
			33 0 0			33 0 0		
			339 4 0			319 4 0		
					Office of the Inspector of Schools, Presidency Division.			
Office of the Assistant Inspector of Schools, Presidency Division.	1	Clerk	30 0 0	1	Head clerk	40 0 0		
				1	2nd ,,	20 0 0		
	1	Peon	7 0 0	1	Peon	7 0 0		
			37 0 0			67 0 0		
					Office of the Inspector of Schools, Chittagong Division.			
Office of the Assistant Inspector of Schools, Chittagong Division.	1	Clerk	30 0 0	1	Head clerk	40 0 0		
	1	2nd clerk	25 0 0	1	2nd ,,	25 0 0		
	1	Daftari	7 0 0	1	3rd ,,	15 0 0		
	1	Peon	6 0 0	1	Daftari	7 0 0		
				1	Peon	6 0 0		
			68 0 0			93 0 0		
		Carried over	......		Carried over	......		

Proposition statement showing the present establishment of Circle and Assistant Inspectors, etc.—continued.

Office to which the proposition refers.	NATURE OF CHARGE.						PROPOSITION.	
	Present Scale.			Proposed Scale.			Increase per month.	Decrease per month.
	No.	Designation.	Pay.	No.	Designation.	Pay.		
1	2	3	4	5	6	7	8	9
			R a. p.			R a. p.	R a. p.	R a. p.
		Brought forward	...		Brought forward			
					Office of the Inspector of Schools, Orissa Division.			
Office of the Joint-Inspector of Schools, Orissa Division.	1	Head clerk (R40 to R50)	47 8 0	1	Head clerk (R40 to R50)	47 8 0		
	1	2nd ,,	25 0 0	1	2nd clerk	25 0 0		
	1	3rd ,,	20 0 0	1	3rd ,,	20 0 0		
	1	4th ,,	15 0 0	1	Daftari	6 0 0		
				1	Chaukidar	6 0 0		
				1	Peon	6 0 0		
	4		107 8 0					
	1	Daftari	4 0 0					
	1	Chaukidar	4 0 0					
	2	Peons at R6 each	12 0 0					
			20 0 0					
			127 8 0			110 8 0		
		Total	571 12 0		Total	589 12 0	18 0 0	
					Office of the Chief Inspector of Schools, Northern Circle.			
Office of the Inspector of Schools, Western Circle.	1	Head clerk (R100 to R150).	137 8 0	1	Head clerk (R100 to R150).	137 8 0		
	1	2nd clerk (R50 to R75)	68 12 0	1	2nd clerk (R50 to R75)	68 12 0		
	1	3rd ,,	25 0 0	1	3rd ,,	25 0 0		
	1	4th ,,	20 0 0	1	4th ,,	20 0 0		
	4		251 4 0	4		251 4 0		
	1	Daftari	7 0 0	1	Daftari	7 0 0		
	2	Chaprasis at R7 each	14 0 0	2	Chaprasis at R7 each	14 0 0		
	1	Sweeper	2 0 0	1	Sweeper	2 0 0		
			23 0 0			23 0 0		
			274 4 0			274 4 0		
Office of the Inspector of Schools, Eastern Circle.	1	Head clerk (R75 to R100.)*	93 12 0					
	1	2nd clerk	40 0 0					
	1	3rd ,,	30 0 0					
	1	4th ,,	20 0 0					
	4		183 12 0					
	1	Daftari	8 0 0					
	1	Chaprasi	7 0 0					
	1	Durwan	6 0 0					
	1	Bearer	5 0 0					
	1	Sweeper	1 8 0					
			27 8 0					
			211 4 0					
					Office of the Inspector of Schools, Rajshahi Division.			
Office of the Inspector of Schools Rajshahi Circle.	1	Head clerk (R75 to R100).	93 12 0	1	Head clerk	40 0 0		
	1	2nd clerk	40 0 0	1	2nd ,,	25 0 0		
	1	3rd ,,	25 0 0					
	3		158 12 0	2				
	1	Daftari	9 0 0	1	Daftari	7 0 0		
	2	Peons	12 0 0	1	Peon	7 0 0		
	1	Sweeper	2 0 0	1	Sweeper	2 0 0		
			23 0 0			81 0 0		
			181 12 0					
		Carried over	...		Carried over	...		

* Officiating in class V of the Subordinate Educational Service on R100 rising to R150 a month.

Proposition statement showing the present establishment of Circle and Assistant Inspectors, etc.—contd.

Office to which the proposition refers.	Nature of charge.						Proposition.	
	Present Scale.			Proposed Scale.			Increase per month.	Decrease per month.
	No.	Designation.	Pay.	No.	Designation.	Pay.		
1	2	3	4	5	6	7	8	9
			R a. p.			R a. p.	R a. p.	R a. p.
		Brought forward	...		Brought forward	...		
Office of the Assistant Inspector of Schools, Rajshahi Division.	1	Clerk	30 0 0					
	1	Peon	6 0 0					
			36 0 0					
					Office of the Inspector of Schools, Dacca Division.			
Office of the Assistant Inspector of Schools, Dacca Division.	1	Clerk	30 0 0	1	Head clerk	50 0 0		
	1	Peon	6 0 0	1	2nd „	40 0 0		
				1	3rd „	30 0 0		
				1	4th „	20 0 0		
				4				
				1	Daftari	8 0 0		
				1	Chaprasi	7 0 0		
				1	Durwan	6 0 0		
				1	Sweeper	1 8 0		
			36 0 0			162 8 0		
					Office of the Inspector of Schools, Burdwan Division.			
Office of the Assistant Inspector of Schools, Burdwan Division.	1	Clerk	30 0 0	1	Head clerk	40 0 0		
	1	Peon	6 0 0	1	2nd „	25 0 0		
				2				
				1	Peon	6 0 0		
			36 0 0			71 0 0		
		Total	775 4 0		Total	588 12 0	......	186 8
					Office of the Chief Inspector of Schools, Western Circle.			
Office of the Inspector of Schools, Bihar Circle.	1	Head clerk (R100 to R150).	137 8 0	1	Head clerk (R100 to R150).	137 8 0		
	1	2nd clerk	50 0 0	1	2nd clerk	50 0 0		
	1	3rd „	30 0 0	1	3rd „	30 0 0		
	1	4th „	25 0 0	1	4th „	25 0 0		
	4		242 8 0	4		242 8 0		
	1	Daftari	8 0 0	1	Daftari	8 0 0		
	2	Peons at R5-8 each	11 0 0	2	Peons at R6 each	12 0 0		
	2	Khalasis at R5 each	10 0 0	2	Khalasis at R6 each	12 0 0		
	1	Sweeper	1 0 0	1	Sweeper	1 0 0		
			30 0 0			33 0 0		
			272 8 0			275 8 0		
					Office of the Inspector of Schools, Patna Division.			
Office of the Assistant Inspector of Schools, Patna Division.	1	Clerk	30 0 0	1	Head clerk	40 0 0		
	1	Peon	6 0 0	1	2nd „	20 0 0		
				2				
				1	Peon	6 0 0		
			36 0 0			66 0 0		
		Carried over	...		Carried over	...		

Proposition statement showing the present establishment of Circle and Assistant Inspectors, etc.—concld.

Office to which the proposition refers.	Nature of charge. Present Scale. No.	Designation.	Pay.	Proposed Scale. No.	Designation.	Pay.	Proposition. Increase per month	Decrease per month.
1	2	3	4	5	6	7	8	9
			R a. p.			R a. p.	R a. p.	R a. p.
		Brought forward .	...		Brought forward .	......	......	......
					Office of the Inspector of Schools, Bhagalpur Division.			
Office of the Assistant Inspector of Schools, Bhagalpur Division.	1	Clerk	30 0 0	1	Head clerk . . .	40 0 0		
	1	Peon	6 0 0	1	2nd ,, . . .	20 0 0		
				2				
				1	Daftari . . .	7 0 0		
				1	Peon	6 0 0		
			36 0 0			73 0 0		
					Office of the Inspector of Schools, Chota-Nagpur Division.			
Office of the Assistant Inspector of Schools, Chota-Nagpur Division.	1	Clerk	30 0 0	1	Head clerk . . .	40 0 0		
	1	Peon	6 0 0	1	2nd ,, . . .	20 0 0		
				2				
				1	Daftari . . .	7 0 0		
				1	Peon	6 0 0		
			36 0 0			73 0 0		
		Total .	380 8 0			487 8 0	107 0 0	
							125 0 0	186 8 0

Certified that the entries in the column "Present Scale" have been checked and found correct.

Calcutta ;
The 19th May 1893.

O. T. BARROW,
Accountant-General, Bengal.

No. 24. From C. J. Lyall, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Chief Secretary to the Government of Madras,—No. 259, dated the 22nd August 1893.

I am directed to reply to your letter No. 34, dated the 21st January last, forwarding the recommendations of the Madras Government regarding the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India.

2. The Government of India find that it is necessary, before submitting the various Provincial Schemes of reorganization to the Secretary of State, to make a further reference to Local Governments and Administrations on certain points. It is also necessary that proposition statements should be carefully prepared by each Local Government so that the financial effect of the reorganization may be exactly estimated. I am now to request that, under the orders of His Excellency the Governor in Council, a proposition statement may be prepared for the Madras Presidency; and, in order to enable this to be done, I am to communicate the decisions contained in the following paragraphs at which the Government of India have arrived.

3. I am to explain that the present financial condition is such that proposals for additional expenditure on points not essential to the reorganization cannot be entertained. The Governor General in Council regrets therefore that he is unable at present to recommend to the Secretary of State the proposal of the Government of Madras for raising the pay of the Director of Public Instruction. It is important that the new arrangements should, if pos-

sible, involve no expenditure in excess of that which is now being incurred; and His Excellency in Council hopes that this principle will be borne in mind in preparing the final scheme of reorganization for the Madras Presidency.

4. There are two preliminary matters connected with the reorganization on which some further explanation is required. The first is the designation of the three services into which the Educational Department is to be divided in future. The Department will consist of (A) the Superior Service, and (B) the Subordinate Service. The Superior Service will consist of two branches, one including the posts to be filled by persons recruited in England, which might be called the European Service; and the other including the posts to be filled by persons recruited in India, which might be called the Provincial Service. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Government of India propose that the three divisions of the Educational Department should be designated (i) the European Educational Service, (ii) the Provincial Educational Service, and (iii) the Subordinate Educational Service. The term "European" has been decided upon instead of the term "Imperial" which has to be adopted in certain other Departments, as the latter would not be suitable for the Educational Service which will be restricted to a particular Province.

5. The second question for determination is where the dividing line should be drawn between the Provincial (Superior) and Subordinate Services. In paragraph 5 of their Public Despatch No. 17, dated the 25th March 1891 (extract forwarded with Home Department letter No. 129, dated the 26th March 1892), the Government of India had proposed that it should be drawn so as to include all appointments on pay of more than R200 a month in the former service, while all posts on R200 or less would be classed as subordinate. On full consideration, however, they are inclined to think that the correct principles of demarcation are: (1) that the line between the two services should be drawn rather according to the nature of the offices held than according to pay; (2) that, generally, Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Headmasters of District Schools and officers of lower rank should belong to the Subordinate Service; (3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than R200 (such as the Senior Deputy Inspectorships in Bengal) may, at the discretion of the Local Government, be classed in the Subordinate Service.

In this connection I am to bring to the notice of His Excellency in Council the distribution of appointments made by the Government of Bengal between the two services, which appears to the Government of India to be a suitable one. The Provincial Service in that Province includes the Professors of Colleges, Principals of Colleges which do not contain any member of the European Service, Inspectors of Schools, Joint and Assistant Inspectors of Schools, the Inspectress of Female Schools, Headmasters of Collegiate Schools and Training Colleges, Superintendents and Headmasters of Madrassas, the Headmaster of the Kurseong English School, and the Personal Assistant to the Director of Public Instruction. The Subordinate Service includes the Headmasters and Undermasters of Zila Schools, Deputy Inspectors and Sub-Inspectors of Schools, and a few ministerial and other miscellaneous appointments.

I am to inquire whether, in view of the preceding remarks, the Madras Government desire to make any modifications in their list of Provincial Service appointments submitted with your letter under reply.

6. It is desirable that the same classes of offices should be entered in the same service in each Province. I am to request that, with the permission of His Excellency the Governor in Council, the Government of India may be furnished with a list of all the appointments in the Superior Educational Service in the Madras Presidency, showing separately those (1) in the European Service, (2) in the Provincial Service, and (3) unclassified, *i.e.*, not definitely placed on either of the above lists.

7. Turning now to the financial side of the reorganization, I am to say that the Government of India have decided, in agreement with the Madras Government, that the ordinary rate of pay for Professors and Inspectors recruited in England should be R500—50—700 a month during their probationary period of five years, and R750—50—1,000 in their second period, the maximum of R1,000 being attained at the end of ten years. This will be the general rule, but it must necessarily be left open to the Secretary of State to offer a fixed pay

of R600 a month (the equivalent of R500—50—700) for the probationary period in special cases, or even to offer higher pay not exceeding R700 when the services of a competent officer cannot otherwise be secured.

8. The question then arises whether any increase of pay should be given to these officers after they have attained the maximum of R1,000. In paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892, the Secretary of State asked the Government of India to consider whether higher pay should not be open to a Professor as such. Although the position and prospects of Educational officers recruited in England will be considerably improved under these proposals, the Government of India are inclined to think that it would be an undesirable arrangement, and one which might possibly create discontent in the service, if a large proportion of its members were to attain the highest pay open to them after ten years' service; for it is probable that some officers will never obtain one of the personal allowances which are to be given only in special cases, while others may only obtain one at a much later period of their service than ten years. To meet this difficulty, the Bombay Government have proposed that an officer of twenty years' approved service whose total salary does not exceed R1,000, should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be called upon to retire. The Government of India are inclined to the opinion that the principle of the proposal is a good one; but they would prefer to substitute fifteen years' service for twenty as the period after which the special allowance would be available, or the officer might be called upon to retire. I am to invite the opinion of His Excellency the Governor in Council both on the proposal of the Bombay Government and on the alternative suggested above. The point should be considered with reference to the Secretary of State's suggestion* that a stipulation should be included among the terms of Educational Service, reserving to Government the right of retiring an officer of more than five years' service if it is deemed to be to the public interest that he should so retire, though not permanently incapacitated by bodily or mental infirmity.

* Paragraph 7 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

9. As regards the question how the salaries of Principals of Colleges and the Senior Inspectors are to be fixed, the Government of India are of opinion that the system of granting personal allowances to the holders of these posts should be adopted, and that the allowances should be progressive so as to correspond to some extent with the higher rates of pay in the present Graded List, which will be supplanted by the new system. The allowances proposed by the Madras Government are: (*a*) two of R250—50—500, to be given to the Principal, Presidency College, and the Senior Inspector of Schools; and (*b*) two of R200—10—250, to be given respectively to the Principals of the Rajahmundry and Kumbakonam Colleges. These proposals, I am to say, are approved by the Government of India. It will, however, be open to the Madras Government to give one of the lower allowances to an Inspector of long standing and approved service if His Excellency the Governor in Council considers his claims to it to be superior to those of one of the Principals.

10. With reference to the Secretary of State's suggestion† that at least half the Inspectorships should be transferred to the Provincial Service, the Madras Government propose that two Inspectors should be recruited in England and two in India. The Government of India approve this distribution of appointments between the two services.

† Paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

11. Upon the question of the transfer of Professors to the office of Inspector, which is noticed in paragraph 6 of the Secretary of State's Despatch of 28th January 1892, the Government of India have come to the conclusion, in concurrence with the Madras Government, that this is a matter which must be left to the discretion of Local Governments, who will be best able to judge whether a particular Professor should be permanently or temporarily appointed to an Inspectorship.

12. As regards the prospects of existing members of the graded service, the Government of India are of opinion that no officer now in the Graded List should suffer by the reorganization. The proposed scheme is chiefly designed to better the prospects of Educational officers in the earlier period of service, and much dissatisfaction would be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. The Governor General in Council has therefore decided that every officer who has been permanently appointed to the Graded List should be given the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur in it, subject to

the condition that only those considered fit for promotion will get it. This decision renders it unnecessary to consider the question of the grant of a personal allowance to Dr. Wilson.

13. The question has been raised in this correspondence whether the post of Director of Public Instruction should be treated as exclusively reserved for officers of the Educational Department. A reference to paragraphs 2 and 6 of Home Department Resolution No. $\frac{10}{300-10}$, dated the 4th September 1886, will show the view which has already been expressed by the Government of India on this matter. While the Governor General in Council is of opinion that the appointment should not be entered in the lists now to be prepared as exclusively reserved for the Educational Department, he would have it remembered that, for the reasons stated in the Resolution quoted above, the omission of the post from the lists should not interfere with the principle that, *cœteris paribus*, the appointment is to be given to a member of the Educational Service. In the Madras Presidency, however, the post of Director of Public Instruction is included in the cadre of recruitment for the Indian Civil Service.

14. The question of the pay to be given to members of the Provincial Educational Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service has only been referred to by three Local Governments and seems to require further consideration. The Government of India, while reserving a final opinion, are inclined to think that the principle recommended by the Bombay Government, namely, that the salary of a Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European List should draw acting allowance on the salary of a Provincial Professor or Inspector), is the right principle and should be adopted. There would, however, be a difficulty in giving effect to it in cases in which all the members of the Provincial Service are graded together and their pay is personal, no definite pay being assigned to Professorships or Inspectorships as such. This is the system proposed for the Madras Presidency, subject, however, to the proviso that no Professor or Inspector shall be appointed on a salary of less than R500 a month. I am to inquire whether the proposal of the Bombay Government is concurred in by the Government of Madras, or whether they would adhere to their original proposal that Provincial Service officers officiating for officers of the European Service should receive an extra allowance of R100.

15. It is proposed by the Madras Government that the various grades in the Provincial Service should be regarded as distinct classes for the purposes of Article 155 of the Civil Service Regulations, and that definite pay should be regarded as attached to classes and not to definite appointments, this rule being, however, subject to the condition that no Professor or Inspector should be appointed on a salary of less than R500 a month. The Government of India have given their careful attention to this proposal, but regret they are unable to sanction the system of acting allowances involved in it.

16. The detailed scheme of reorganization proposed by the Government of Madras has the entire approval of the Government of India, except that they are of opinion that, as explained in paragraph 13 of this letter, the post of Director of Public Instruction should be omitted from the list of appointments in the Educational Department. I am to add that the Governor General in Council accepts the opinion of the Madras Government that the posts of Senior and Junior Inspectress of Schools should for the present be included in the list of appointments to be recruited in England. An explanation should be added showing precisely the duties attached to these posts.

17. The Government of India would be glad to receive a reply to this letter and the requisite proposition statement at an early date.

From C. J. LYALL, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Secretary to the Government of Bombay, Educational Department,—No. 260, dated the 22nd August 1893. No. 25.

I am directed to reply to your letter No. 1725, dated the 13th August 1892, forwarding the recommendations of the Bombay Government regarding the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India.

2. The Government of India find that it is necessary, before submitting the various Provincial schemes of reorganization to the Secretary of State, to make a further reference to Local Governments and Administrations on certain points. It is also necessary that

proposition statements should be carefully prepared by each Local Government, so that the financial effect of the reorganization may be exactly estimated. I am now to request that, under the orders of His Excellency the Governor in Council, a proposition statement may be prepared for the Bombay Presidency; and, in order to enable this to be done, I am to communicate the decisions contained in the following paragraphs at which the Government of India have arrived.

3. The Governor General in Council thinks it desirable to convey the caution that the present financial condition is such that proposals for additional expenditure cannot be entertained. It is important that the new arrangements should, if possible, involve no expenditure in excess of that which is now being incurred; and His Excellency in Council hopes that this principle will be borne in mind in preparing the final scheme of reorganization for the Bombay Presidency.

4. There are two preliminary matters connected with the reorganization on which some further explanation is required. The first is the designation of the three services into which the Educational Department is to be divided in future. The Department will consist of (A) the Superior Service, and (B) the Subordinate Service. The Superior Service will consist of two branches, one branch including the posts to be filled by persons recruited in England, which might be called the European Service; and the other including the posts to be filled by persons recruited in India, which might be called the Provincial Service. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Government of India propose that the three divisions of the Educational Department should be designated (i) the European Educational Service, (ii) the Provincial Educational Service, and (iii) the Subordinate Educational Service. The term "European" has been decided upon instead of the term "Imperial" which has been adopted in certain other Departments, as the latter would not be suitable for the Educational Service, which will be restricted to a particular Province.

5. The second question for determination is where the dividing line should be drawn between the Provincial (Superior) and Subordinate Services. In paragraph 5 of their Public Despatch No. 17, dated the 25th March 1891 (extract forwarded with Home Department letter No. 130, dated the 26th March 1892), the Government of India had proposed that it should be drawn so as to include all appointments on pay of more than R200 a month in the former service, while all posts on R200 or less would be classed as subordinate. On full consideration, however, they are inclined to think that the correct principles of demarcation are (1) that the line between the two servicee should be drawn rather according to the nature of the offices held than according to pay; (2) that, generally, Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Headmasters of District Schools and officers of lower rank should belong to the Subordinate Service; (3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than R200 (such as the senior Deputy Inspectorships in Bengal) may, at the discretion of the Local Government, be classed in the Subordinate Service.

In this connection I am to bring to the notice of His Excellency in Council the distribution of appointments made by the Government of Bengal between the two services, which appears to the Government of India to be a suitable one. The Provincial Service in that Province includes the Professors of Colleges, Principals of Colleges which do not contain any member of the European Service, Inspectors of Schools, Joint and Assistant Inspectors of Schools, the Inspectress of Female Schools, Headmasters of Collegiate Schools and Training Colleges, Superintendents and Headmasters of Madrassas, the Headmaster of the Kurseong English School, and the Personal Assistant to the Director of Public Instruction. The Subordinate Service includes the Headmasters and Undermasters of Zila Schools, Deputy Inspectors and Sub-Inspectors of Schools, and a few ministerial and other miscellaneous appointments.

6. It is understood from paragraphs 8 to 10 of your letter, and list B appended to it, (1) that, "class I" of the Provincial Service is to include appointments transferred from the European Service or appointments of a similar nature, and that "class II" is to consist of other appointments of inferior status, the object of this distribution being to show clearly that there is a line between the two classes which will be crossed by merit only and not by seniority; and (2) that the Subordinate Service will be distinct from classes I and II which form the Provincial Service. If these assumptions are correct, I am to say that

the Government of India see no objection to the principle of the proposed classification, but they consider that the details of class II require to be modified so as to be brought into conformity with the principles laid down in the preceding paragraph. Deputy Inspectors and Headmasters of District Schools (except in any very special cases) should, for instance, be classed in the Subordinate Service.

7. It is desirable that the same classes of officers should be entered in the same service in each Province. I am to request that, with the permission of His Excellency the Governor in Council, the Government of India may be furnished with a list of all the appointments in the Superior Educational Service in the Bombay Presidency showing separately those (1) in the European Service, (2) in the Provincial Service, and (3) unclassified, *i.e.*, not definitely placed on either of the above lists.

8. Turning now to the financial side of the reorganization, I am to say that the Government of India have decided that the ordinary rate of pay for Professors and Inspectors recruited in England should be R500—50—7000 a month during their probationary period of five years, and R750—50—1,000 in their second period, the maximum of R1,000 being attained at the end of ten years. This will be the general rule, but it must necessarily be left open to the Secretary of State to offer a fixed pay of R600 a month (the equivalent of R500—50—700) for the probationary period in special cases, or even to offer higher pay, not exceeding R700, when the services of a competent officer cannot otherwise be secured.

9. The question then arises whether any increase of pay should be given to these officers after they have attained the maximum of R1,000. In paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892, the Secretary of State asked the Government of India to consider whether higher pay should not be open to a Professor, as such. Although the position and prospects of Educational officers recruited in England will be considerably improved under these proposals, the Government of India are inclined to think that it would be an undesirable arrangement, and one which might possibly create discontent in the service, if a large proportion of its members were to attain the highest pay open to them after ten years' service; for it is probable that some officers will never obtain one of the personal allowances which are to be given only in special cases, while others may only obtain one of them at a much later period of their service than ten years. To meet this difficulty the Bombay Government have proposed that an officer of twenty years' approved service whose total salary does not exceed R1,000 should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be called upon to retire. The Government of India are inclined to the opinion that the principle of this proposal is a good one, but they would prefer to substitute fifteen years' service for twenty as the period after which the special allowance would be available, or the officer might be called upon to retire. The opinion of Local Governments and Administrations has been invited both on the proposal of the Government of Bombay and on the modification of it (substituting fifteen years for twenty) suggested by the Government of India.

10. As regards the question how the salaries of Principals of Colleges and the Senior Inspectors are to be fixed, the Government of India are of opinion that the system of granting personal allowances to the holders of these posts should be adopted, and that the allowances should be progressive so as to correspond to some extent with the higher rates of pay in the present Graded List, which will be supplanted by the new system. The Bombay Government propose to give to the three Principals of Colleges one allowance of R250—50—500 and two of R250 each. For two of the three Inspectors they propose special salaries of R1,250—1,500 and R1,000—1,250, respectively. As already indicated, the Government of India would prefer that the ordinary pay of all Professors and Inspectors recruited in England should be fixed at a uniform rate, and that this pay should be supplemented by a system of special graded allowances granted to Principals and Senior Inspectors. It appears to them that the following scale of allowances would be sufficient for the Bombay Presidency: (*a*) two of R250—50—500 to be given, respectively, to the Senior Principal and the Senior Inspector; and (*b*) two of R200—10—250 to be given to the remaining two Principals of Colleges. It will, however, be open to the Bombay Government to give one of these allowances to an Inspector of long standing and approved service if His Excellency the Governor in Council considers his claims to it to be superior to those of one of the Principals.

11. With reference to the Secretary of State's suggestion* that at least half the Inspectorships should be transferred to the Provincial Service, the Bombay Government propose that three Inspectors should be recruited in England

* Paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

and one in India. I am to say that, in the circumstances explained in paragraph 6 of your letter, the Government of India have no objection to this distribution of appointments between the two services.

12. Upon the question of the transfer of Professors to the office of Inspector, which is noticed in paragraph 6 of the Secretary of State's Despatch of 28th January 1892, the Government of India have come to the conclusion, in concurrence with the Bombay Government, that this is a matter which must be left to the discretion of Local Governments, who will be best able to judge whether a particular Professor should be permanently or temporarily appointed to an Inspectorship.

13. The Secretary of State has suggested* that the question of the position of Headmasters recruited in England is of sufficient importance to be specially considered. It is proposed (paragraph 7 of your letter) to retain only two Headmasterships on the European Service list, to assign to them salaries of R500—50—750 each, and to make the holders of them eligible for vacancies among the Inspectorships. The Government of India approve these proposals and will commend them to the Secretary of State.

* Paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

14. As regards the prospects of existing members of the graded service, the Government of India are of opinion, in agreement with the Bombay Government, that no officer now in the Graded List should suffer by the reorganization. The proposed scheme is chiefly designed to better the prospects of Educational officers in the earlier period of their service, and much dissatisfaction would be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. The Governor General in Council has therefore decided that every officer who has been permanently appointed to the Graded List should be given the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur on it, subject to the condition that only those considered fit for promotion will get it.

15. The Bombay Government have expressed the opinion (paragraph 3 of your letter) that the post of Director of Public Instruction should not be exclusively reserved for officers of the Educational Department. A reference to paragraphs 2 and 6 of Home Department Resolution No. $\frac{10}{300-10}$, dated the 4th September 1886, will show the view which has already been expressed by the Government of India on this matter. While the Governor General in Council is of opinion that the appointment should not be entered in the lists now to be prepared as exclusively reserved for the Educational Department, he would have it remembered that, for the reasons stated in the Resolution quoted above, the omission of the post from the lists should not interfere with the principle that, *cæteris paribus* the appointment is to be given to a member of the Educational Service.

16. As regards the question of the pay to be given to members of the Provincial Educational Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service, the Government of India, while reserving a final opinion, are inclined to think that the principle recommended by the Bombay Government, that the salary of a Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European List should draw acting allowance on the salary of a Provincial Professor or Inspector), is the right principle and should be adopted. Other Local Governments and Administrations have been consulted with regard to this recommendation. There would, however, be a difficulty in giving effect to it in Provinces in which all the members of the Provincial Service are graded together and their pay is personal, no definite pay being assigned to Inspectorships or Professorships as such. I am accordingly to invite the opinion of the Government of Bombay on a proposal made by the Madras Government that Provincial Service officers officiating for officers of the European Service should receive an extra allowance of R100.

17. With reference to the detailed scheme of reorganization recommended by the Bombay Government, I am to say that the Government of India approve the exclusion from the list of appointments in the Bombay Educational Department of all the posts enumerated in paragraph 3 of your letter, except those of Principal and Vice-Principal of the School of Art. The former should, in the opinion of the Governor General in Council, be included in the European Service. This will not affect the scheme in any way, as no change is proposed at present in the pay of the appointment. The post of Vice-Principal should, His Excellency in Council considers, belong properly to the Provincial Service, as will be the case with the

similar appointment in the Madras Educational Service. The pay of Professors and Inspectors recruited in England, and the allowances to be given them, will be regulated by the decisions communicated in paragraphs 8 and 10 of this letter.

As regards the scheme for the Provincial Service, I am to say that the Government of India are of opinion that *fixed* salaries are more appropriate for this branch of the Service than progressive ones, and that they would prefer to see a series of offices on pay ranging from R200 to R700 a month. This is the system they propose to adopt in all Provinces.

The appointments of Lady Superintendent of the Poona and Ahmedabad Female Training Colleges should, the Governor General in Council considers, be entered in the list of appointments to be recruited in England. This has been done by the Madras Government in the case of the Superintendentship of the Presidency Training School for Mistresses, and as the appointments in question will have to be filled by recruitment in England, His Excellency in Council considers it preferable to include them in the list.

I am to request that, with the permission of His Excellency the Governor in Council, the scheme for the reorganization of the Educational Department in the Bombay Presidency may be revised on the lines indicated above.

18. The Government of India would be glad to receive a reply to this letter and the requisite proposition statement at an early date.

From C. J. LYALL, Esq., C.S.I., C.I.E., Secretary to the Government of India, to the Secretary to the Government of Bengal, General (Education) Department,—No. 261, dated the 22nd August 1893. No. 26.

I am directed to reply to your letter, No. 1851, dated the 29th June 1892, forwarding the recommendations of the Bengal Government regarding the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India.

2. The Government of India find that it is necessary, before they are in a position to submit the various Provincial schemes of reorganization to the Secretary of State, to make a further reference to Local Governments and Administrations on certain points. It is also necessary that proposition statements should be carefully prepared by each Local Government, so that the financial effect of the reorganization may be exactly estimated. I am now to request that, under the orders of His Honour the Lieutenant-Governor, a proposition statement may be prepared for Bengal; and, in order to enable this to be done, I am to communicate the decisions contained in the following paragraphs at which the Government of India have arrived.

3. The Governor General in Council desires to convey the caution that the present financial condition is such that proposals for additional expenditure cannot be entertained. It is important that the new arrangements should, if possible, involve no expenditure in excess of that which is now being incurred; and His Excellency in Council hopes that this principle will be borne in mind in preparing the final scheme of reorganization for the Lower Provinces.

4. There are two preliminary matters connected with the reorganization on which some further explanation is required. The first is the designation of the three services into which the Educational Department is to be divided in future. The Department will consist of (A) the Superior Service, and (B) the Subordinate Service. The Superior Service will consist of two branches, one branch including the posts to be filled by persons recruited in England, which might be called the European Service; and the other including the posts to be filled by persons recruited in India, which might be called the Provincial Service. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Government of India propose that the three divisions of the Educational Department should be designated (i) the European Educational Service, (ii) the Provincial Educational Service, and (iii) the Subordinate Educational Service. The term "European" has been decided upon instead of the term "Imperial," which has been adopted in certain other Departments, as the latter would not be suitable for the Educational Service which will be restricted to a particular Province.

5. The second question for determination is where the dividing line should be drawn between the Provincial (Superior) and Subordinate Services. In paragraph 5 of their Public Despatch No. 17, dated the 25th March 1891 (extract forwarded with Home Department letter No. 128, dated the 26th March 1892), the Government of India had proposed that it should be drawn so as to inculde all appointments on pay of more than R200 a month in the former

service, while all posts on R200 or less would be classed as subordinate. On full consideration, however, they are inclined to think that the correct principles of demarcation are : (1) that the line between the two services should be drawn rather according to the nature of the offices held than according to pay; (2) that, generally, Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Head-masters of District Schools and officers of lower rank should belong to the Subordinate Service; (3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than R200 (such as the Senior Deputy Inspectorships) may, at the discretion of the Local Government, be classed in the Subordinate Service.

The distribution of appointments made by the Government of Bengal between the two services, which is generally in accordance with these principles, is approved by the Government of India (*vide* paragraph 13 of your letter No. 267-T. G., dated the 28th September 1891).

6. It is desirable that the same classes of offices should be entered in the same service in each Province. I am to request that, with the permission of His Honour the Lieutenant-Governor, the Government of India may be furnished with a list of all the appointments in the Superior Educational Service, showing separately those (1) in the European Service, (2) in the Provincial Service, and (3) unclassified, *i.e.*, not definitely placed in either of the above lists.

7. Turning now to the financial side of the reorganization I am to say that the Government of India have decided that the ordinary rate of pay for Professors and Inspectors recruited in England should be R500—50—700 a month during their probationary period of five years, and R750—50—1,000 in their second period, the maximum of R1,000 being attained at the end of ten years. This will be the general rule, but it must necessarily be left open to the Secretary of State to offer a fixed pay of R600 a month (the equivalent of R500—50—700) for the probationary period in special cases or even to offer higher pay, not exceeding R700, when the service of a competent officer cannot otherwise be secured.

8. The question then arises whether any increase of pay should be given to these officers after they have attained the maximum of R1,000. In paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892, the Secretary of State asked the Government of India to consider whether higher pay should not be open to a Professor, as such. Although the position and prospects of Educational officers recruited in England will be considerably improved under these proposals, the Government of India are inclined to think that it would be an undesirable arrangement, and one which might possibly create discontent in the Service, if a large proportion of its members were to attain the highest pay open to them after ten years' service; for it is probable that some officers will never obtain one of the personal allowances which are to be given only in special cases, while others may only obtain one of them at a much later period of their service than ten years. To meet this difficulty, the Bombay Government have proposed that an officer of twenty years' approved service, whose total salary does not exceed R1,000, should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be called upon to retire. The Government of India are inclined to the opinion that the principle of the proposal is a good one; but they would prefer to substitute fifteen years' service for twenty as the period after which the special allowance would be available or the officer might be called upon to retire. I am to invite the opinion of His Honour the Lieutenant-Governor both on the proposal of the Bombay Government and on the alternative suggested above. The point should be considered with reference to the Secretary of State's suggestion* that a stipulation should be included among the terms of Educational service, reserving to Government the right of retiring an officer of more than five years' service if it is deemed to be to the public interest that he should so retire, though not permanently incapacitated by bodily or mental infirmity.

* Paragraph 7 of his Despatch No. 9 (Public—Educational), dated 28th January 1892.

9. As regards the question how the salaries of Principals of Colleges and the Senior Inspectors are to be fixed, the Government of India are of opinion that the system of granting personal allowances to the holders of these posts should be adopted, and that the allowances should be progressive, so as to correspond to some extent with the higher rates of pay in the present Graded List, which will be supplanted by the new system. There appears at present to be eight appointments in the 1st and 2nd grades of the Bengal Graded List; and the Government of India consider that about six or seven such personal allowances would probably be sufficient for Bengal. I am accordingly to suggest for consideration the following scale of

allowances for Principals and Senior Inspectors of the European Service to be employed in the Province of Bengal :—(*a*) two or three of R250—50—500 ; (*b*) from three to five of R200—10—250.

The Director of Public Instruction, Assam, who is an officer of the Bengal Educational Service, should be given a personal allowance of R200—10—250 a month. I am to request that the Governor General in Council may be favoured with the views of His Honour the Lieutenant-Governor on these suggestions.

10. With reference to the Secretary of State's suggestions * that at least half the Inspectorships should be transferred to the Provincial Service, the Bengal Government proposes that three Inspectors should be recruited in England and three in India. The Government of India approve this distribution of appointments between the two services. One Inspectorship should, however, be added to the European Service on account of the post of Director of Public Instruction, Assam. I am to observe at the same time that the remark (paragraph 4 of your letter) that the Inspector of European Schools "should probably be recruited, and should certainly be trained, in England," appears to be inconsistent with the inclusion of this appointment in the Provincial Service. I am to inquire whether the intention of the Bengal Government is that this officer should be recruited in India or in England.

* Paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

11. Upon the question of the transfer of Professors to the office of Inspector, which is noticed in paragraph 6 of the Secretary of State's Despatch of 28th January 1892, the Government of India have come to the conclusion, in concurrence with the Bengal Government, that this is a matter which must be left to the discretion of Local Governments, who will be best able to judge whether a particular Professor should be permanently or temporarily appointed to an Inspectorship.

12. As regards the prospects of existing members of the graded service, the Government of India are of opinion that no officer now in the Graded List should suffer by the reorganization. The proposed scheme is chiefly designed to better the prospects of Educational officers in the earlier period of service, and much dissatisfaction would be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. The Governor General in Council has therefore decided that every officer who has been permanently appointed to the Graded List should be given the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur on it, subject to the condition that only those considered fit for promotion will get it.

13. The question has been raised in this correspondence whether the post of Director of Public Instruction should be treated as exclusively reserved for officers of the Educational Department. A reference to paragraphs 2 and 6 of Home Department Resolution No. $\frac{10}{300-10}$, dated the 4th September 1886, will show the view which has already been expressed by the Government of India on this matter. While the Governor General in Council is of opinion that the appointment should not be entered in the lists now to be prepared as exclusively reserved for the Educational Department, he would have it remembered that, for the reasons stated in the Resolution quoted above, the omission of the post from the lists should not interfere with the principle that, *cæteris paribus*, the appointment is to be given to a member of the Educational Service.

14. The question of the pay to be given to members of the Provincial Educational Service, when acting in temporary vacancies in posts ordinarily filled by members of the European Service, has only been referred to by three Local Governments, and seems to require further consideration. The Government of India, while reserving a final opinion, are inclined to think that the principle recommended by the Bombay Government, namely, that the salary of a Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European List should draw acting allowance on the salary of a Provincial Professor or Inspector), is the right principle and should be adopted. There would, however, be a difficulty in giving effect to it in cases in which all the members of the Provincial Service are graded together and their pay is personal, no definite pay being assigned to Professorships or Inspectorships as such. The Government of Madras have proposed that Provincial Service officers officiating for officers of the European Service should receive an extra allowance of R100 a month. I am to invite the opinion of the Lieutenant-Governor on these proposals.

15. With reference to the detailed scheme of reorganization recommended by His Honour the Lieutenant-Governor, I am to say that, subject to the following remarks, the scheme is approved by the Government of India.

It is stated in paragraph 18 of your letter No. 267-T. G., dated the 28th September 1891, that the only appointments which it will be impossible to bring into the new classes will be the Superintendentship of the School of Arts (pay R1,000) and the Law Lectureships, which are paid by fees, not by salaries. The Government of India are, however, of opinion that, as the Superintendentship will have to be recruited for in England, the appointment should, as is proposed in Madras and Bombay, be entered in the European Service List, which should, as far as possible, show all posts to be filled by recruitment in England.

The Bengal Government proposes to fix the highest pay of the Provincial Service at R800 a month. In their Despatch No. 17 of the 25th March 1891, however, the Government of India contemplated fixing the highest grade at R700 a month. The Governor General in Council, I am to say, is still of this opinion; and he thinks it desirable that the rates of pay should be uniform in all Provinces.

I am to request that, with the permission of His Honour the Lieutenant-Governor, the scheme for the reorganization of the Educational Department in Bengal may be revised on the lines indicated above.

16. The Government of India would be glad to receive a reply to this letter and the requisite proposition statement at an early date.

17. I am to and that, since the preceding paragraphs were written, your letter No. 426-T. G., dated the 10th ultimo, forwarding a scheme for the re-distribution of Circle Inspectors and Joint and Assistant Inspectors of Schools in Bengal, has been received. As it is desirable that the list of appointments in the Superior Educational Service (European as well as Provincial) should be complete, I am to request that, with His Honour's permission, the proposals made in the the letter quoted above, or any modifications of those proposals which His Honour may think suitable, may be included in the general scheme for the reorganization of the Educational Department in Bengal and submitted for the consideration of the Government of India.

No. 27. From C. J. Lyall, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Secretary to the Government of the North-Western Provinces and Oudh, Educational Department,—No. 262, dated the 22nd August 1893.

I am directed to reply to your letter No. 2655-E., dated the 15th September 1892, forwarding the recommendations of the North-Western Provinces and Oudh Government regarding the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India.

2. The Government of India find that it is necessary, before submitting the various Provincial schemes of reorganization to the Secretary of State, to make a further reference to Local Governments and Administrations on certain points. It is also necessary that proposition statements should be carefully prepared by each Local Government, so that the financial effect of the reorganization may be exactly estimated. I am now to request that, under the orders of His Honour the Lieutenant-Governor and Chief Commissioner, a proposition statement may be prepared for the North-Western Provinces and Oudh; and, in order to enable this to be done, I am to communicate the decisions contained in the following paragraphs at which the Government of India have arrived.

3. The Governor General in Council thinks it necessary to convey the caution that the present financial condition is such that proposals for additional expenditure cannot be entertained. It is important that the new arrangements should, if possible, involve no expenditure in excess of that which is now being incurred; and His Excellency in Council hopes that this principle will be borne in mind in preparing the final scheme of reorganization for the North-Western Provinces and Oudh.

4. There are two preliminary matters connected with the reorganization on which some further explanation is required. The first is the designation of three services into which the Educational Department is to be divided in future. The Department will consist of (A) the Superior Service, and (B) the Subordinate Service. The Superior Service will consist of two branches, one branch including the posts to be filled by persons recruited in England, which

might be called the European Service; and the other including the posts to be filled by persons recruited in India, which might be called the Provincial Service. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments the Government of India propose that the three divisions of the Educational Department should be designated (i) the European Educational Service, (ii) the Provincial Educational Service, and (iii) the Subordinate Educational Service. The term "European" has been decided upon instead of the term "Imperial" which has been adopted in certain other Departments, as the latter would not be suitable for the Educational Service which will be restricted to a particular Province.

5. The second question for determination is where the dividing line should be drawn between the Provincial and Subordinate Services. In paragraph 5 of their Public Despatch No. 17, dated the 25th March 1891 (extract forwarded with Home Department letter No. 127, dated the 26th March 1892), the Government of India had proposed that it should be drawn so as to include all appointments on pay of more than R200 a month in the former service, while all posts on R200 or less would be classed as subordinate. On full consideration, however, they are inclined to think that the correct principles of demarcation are: (1) that the line between the two services should be drawn rather according to the nature of the offices held than according to pay; (2) that generally Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Headmasters of District Schools and officers of lower rank should belong to the Subordinate Service; (3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than R200 (such as the Senior Deputy Inspectorships in Bengal) may, at the discretion of the Local Government, be classed in the Subordinate Service.

In this connection I am to bring to the notice of His Honour the Lieutenant-Governor and Chief Commissioner the distribution of appointments made by the Government of Bengal between the two services, which appears to the Government of India to be a suitable one. The Provincial Service in that Province includes the Professors of Colleges, Principals of Colleges which do not contain any member of the European Service, Inspectors of Schools, Joint and Assistant Inspectors of Schools, the Inspectress of Female Schools, Headmasters of Collegiate Schools and Training Colleges, Superintendents and Headmasters of Madrassas, the Headmaster of the Kurseong English School, and the Personal Assistant to the Director of Public Instruction. The Subordinate Service includes the Headmasters and Undermasters of Zillah Schools, Deputy Inspectors and Sub-Inspectors of Schools, and a few ministerial and other miscellaneous appointments.

I am to request that it may be considered whether any modifications should be made in the list of Provincial Service appointments submitted with your letter under reply so as to bring the list into agreement with the principles stated above.

6. It is desirable that the same classes of offices should be entered in the same service in each Province. I am to request that, with His Honour's permission, the Government of India may be furnished with a list of all the appointments in the Superior Educational Service in the North-Western Provinces and Oudh showing separately those (1) in the European Service; (2) in the Provincial Service; and (3) unclassified, *i.e.*, not definitely placed on either of the above lists.

7. Turning now to the financial side of the reorganization, I am to say that the Government of India have decided that the ordinary rate of pay for Professors and Inspectors recruited in England should be R500—50—700 a month during their probationary period of five years, and R750—50—1,000 in their second period, the maximum of R1,000 being attained at the end of ten years. This will be the general rule, but it must necessarily be left open to the Secretary of State to offer a fixed pay of R600 a month (the equivalent of R500—50—700) for the probationary period in special cases, or even to offer higher pay, not exceeding R700, when the services of a competent officer cannot otherwise be secured.

8. The question then arises whether any increase of pay should be given to these officers after they have attained the maximum of R1,000. In paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892, the Secretary of State asked the Government of India to consider whether higher pay should not be open to a Professor as such. Although the position and prospects of Educational officers recruited in England will be considerably improved under these proposals, the Government of India are inclined to think that it would be an undesirable arrangement, and one which might possibly create discontent in the Service, if a large proportion of its members were to

attain the highest pay open to them after ten years' service; for it is probable that some officers will never obtain one of the personal allowances which are to be given only in special cases, while others may only obtain one of them at a much later period of their service than ten years. To meet this difficulty, the Bombay Government have proposed that an officer of twenty years' approved service, whose total salary does not exceed R1,000, should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be called upon to retire. The Government of India are inclined to the opinion that the principle of the proposal is a good one; but they would prefer to substitute fifteen years' service for twenty as the period after which the special allowance would be available or the officer might be called upon to retire. I am to invite the opinion of His Honour the Lieutenant-Governor and Chief Commissioner both on the proposal of the Bombay Government and on the alternative suggested above. The point should be considered with reference to the Secretary of State's suggestion* that a stipulation should be included among the terms of Educational service, reserving to Government the right of retiring an officer of more than five years' service if it is deemed to be to the public interest that he should so retire, though not permanently incapacitated by bodily or mental infirmity.

* Paragraph 7 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

9. As regards the question how the salaries of Principals of Colleges and the Senior Inspectors are to be fixed the Government of India are of opinion that the system of granting personal allowances to the holders of these posts should be adopted, and that the allowances should be progressive, so as to correspond to some extent with the higher rates of pay in the present Graded List, which will be supplanted by the new system. The late Lieutenant-Governor and Chief Commissioner proposed that there should be three allowances of R250 each, to be given to the Principals of the two Government Colleges at Allahabad and Benares, and the Senior Inspector of Schools. It appears to the Governor General in Council that this scale is not sufficiently liberal, as under it no Professor or Inspector could rise above a salary of R1,250 a month. His Excellency in Council would also prefer that the allowances should be progressive. I am accordingly to suggest that there should be one allowance of R250—50—500 a month, and two of R200—10—250 each, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

10. With reference to the Secretary of State's suggestion† that at least half the Inspectorships should be transferred to the Provincial Service, Sir Auckland Colvin proposed that two Inspectors should be recruited in England and three in India. The Government of India are inclined to doubt whether this distribution of appointments between the two services is suitable. One of the Inspectors to be appointed in England will be required for the inspection of European schools; and two Inspectors are too small a number from which to make the selection of a Director of Public Instruction. For these reasons it seems to the Governor General in Council preferable that three Inspectorships should be entered in the European Service List and two in the Provincial Service List. I am to request that the Government of India may be favoured with Sir Charles Crosthwaite's views regarding this matter. The Governor General in Council approves the formation of a fifth circle of inspection as proposed in your letter.

† Paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

11. Upon the question of the transfer of Professors to the office of Inspector, which is noticed in paragraph 6 of the Secretary of State's Despatch of 28th January 1892, the Government of India have come to the conclusion that this is a matter which must be left to the discretion of each Local Government, who will be best able to judge whether a particular Professor should be permanently or temporarily appointed to an Inspectorship.

12. As regards the prospects of existing members of the graded service, the Government of India agree with the North-Western Provinces and Oudh Government that no officer now in the Graded List should suffer by the reorganization. The proposed scheme is chiefly designed to better the prospects of Educational officers in the earlier period of service, and much dissatisfaction would be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. The Governor General in Council has therefore decided that every officer who has been permanently appointed to the Graded List should be given the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur on it, subject to the condition that only those considered fit for promotion will get it. It is stated in paragraph 4 of your letter that, with one exception, the North-Western Provinces and Oudh Government does not propose to bring the present grades 1 and 2 under reduction until the officers now in the service have retired. The exception is the case of Mr. Venis, whom Sir Auckland Colvin recommended for admission

to the European Educational Service. The Government of India are, however, of opinion that, as Mr. Venis gained admission to the grades by electing to be treated as a native of India and thus avoiding the necessity of obtaining the Secretary of State's sanction to his appointment, he should be held to his election. The choice in his case, therefore, will lie between being treated, as at present, as a statutory native of India in the graded service receiving two-thirds of the salary of those who have been admitted to the service by the Secretary of State, and being included in the Provincial Service.

13. The question has been raised in this correspondence whether the post of Director of Public Instruction should be treated as exclusively reserved for officers of the Educational Department. A reference to paragraphs 2 and 6 of Home Department Resolution No. $\frac{10}{300-10}$, dated the 4th September 1886, will show the view which has already been expressed by the Government of India on this matter. While the Governor General in Council is of opinion that the appointment should not be entered in the lists now to be prepared as exclusively reserved for the Educational Department, he would have it remembered that, for the reasons stated in the Resolution quoted above, the omission of the posts from the lists should not interfere with the principle that, *cœteris paribus*, the appointment is to be given to a member of the Educational Service. In the North-Western Provinces and Oudh, however, the post of Director of Public Instruction is included in the cadre of the Indian Civil Service.

14. The question of the pay to be given to members of the Provincial Educational Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service has only been referred to by three Local Governments and seems to require further consideration. The Government of India are inclined to think that the principle recommended by the Bombay Government, namely, that the salary of a Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European List should draw acting allowance on the salary of a Provincial Professor or Inspector), is the right principle and should be adopted. There would, however, be a difficulty in giving effect to it in cases in which all the members of the Provincial Service are graded together and their pay is personal, no definite pay being assigned to Professorships or Inspectorships as such. The Madras Government have proposed that Provincial Service officers officiating for officers of the European Service should get an extra allowance of R100 a month. I am to invite the opinion of His Honour the Lieutenant-Governor and Chief Commissioner on these proposals.

15. With reference to the detailed scheme of reorganization recommended by Sir Auckland Colvin, I am to say that the pay of Professors and Inspectors, recruited in England and the allowances to be given them, will be regulated by the decision communicated in paragraphs 7 and 9 of this letter. The question of the number of Inspectors to be recruited in England and India will also, as indicated in paragraph 10, require to be reconsidered. As regards the Provincial Service, I am to say that the pay proposed for Inspectors appears to the Government of India open to the objection that it is progressive and that it is unnecessarily high. The Governor General in Council is of opinion that *fixed* rates of pay are more suitable for the Provincial Service than progressive rates, and he is still of the opinion expressed in the Government of India's Despatch of 25th March 1891 that the highest pay of the Provincial Service should be R700 a month. His Excellency in Council is therefore inclined to think that, unless His Honour sees any strong objection, the pay of the three Inspectors should be, respectively, R700, R600 and R500, or, if there are to be only *two* Inspectors in the Provincial Service, R700 and R600. Subject to these remarks, I am to say that the scheme of reorganization meets with the approval of the Government of India. I am to request that, with the permission of His Honour the Lieutenant-Governor and Chief Commissioner, the scheme may be revised on the lines indicated above.

16. The Government of India would be glad to receive a reply to this letter and the requisite proposition statement at an early date.

From C. J. LYALL, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Chief Secretary to the Government of the Punjab,—No. 263, dated the 22nd August 1893. No. 28.

I am directed to reply to your letter No. S.-903, dated the 17th October 1892, forwarding the recommendations of the Punjab Government regarding the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India.

2. The Government of India find that it is necessary, before submitting the various Provincial schemes of reorganization to the Secretary of State, to make a further reference to Local Governments and Administrations on certain points. It is also necessary that proposition statements should be carefully prepared by each Local Government, so that the financial effect of the reorganization may be exactly estimated. I am now to request that under the orders of His Honour the Lieutenant-Governor a proposition statement may be prepared for the Punjab; and, in order to enable this to be done, I am to communicate the decisions contained in the following paragraphs at which the Government of India have arrived.

3. I am to explain that the present financial condition is such that proposals for additional expenditure on points not essential to the reorganization cannot be entertained. The Governor General in Council regrets therefore that he is unable at present to recommend to the Secretary of State the proposal of the Punjab Government for raising the pay of the Director of Public Instruction. It is important that the new arrangements should, if possible, involve no expenditure in excess of that which is now being incurred; and His Excellency in Council hopes that this principle will be borne in mind in preparing the final scheme of reorganization for the Punjab.

4. There are two preliminary matters connected with re-organization on which some further explanation is required. The first is the designation of the three services into which the Educational Department is to be divided in future. The Department will consist of (A) the Superior Service, (B) the Subordinate Service. The Superior Service will consist of two branches, one branch including the posts to be filled by persons recruited in England, which might be called the European Service; and the other including the posts to be filled by persons recruited in India, which might be called the Provincial Service. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Government of India propose that the three divisions of the Educational Department should be designated (i) the European Educational Service; (ii) the Provincial Educational Service; and (iii) the Subordinate Educational Service. The term "European" has been decided upon instead of the term "Imperial" which has been adopted in certain other Departments, as the latter would not be suitable for the Educational Service, which will be restricted to a particular Province.

5. The second question for determination is where the dividing line should be drawn between the Provincial and Subordinate Services. In paragraph 5 of their Public Despatch No. 17, dated the 25th March 1891 (extract forwarded with Home Department letter No. 131, dated the 26th March 1892), the Government of India had proposed that it should be drawn so as to include all appointments on pay of more than R200 a month in the former service, while all posts on R200 or less would be classed as subordinate. On full consideration, however, they are inclined to think that the correct principles of demarcation are: (1) that the line between the two services should be drawn rather according to the nature of the offices held than according to pay; (2) that generally Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Headmasters of District Schools and officers of lower rank should belong to the Subordinate Service; (3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than R200 (such as the Senior Deputy Inspectorships in Bengal) may, at the discretion of the Local Government, be classed in the Subordinate Service.

In this connection I am to bring to the notice of His Honour the Lieutenant-Governor the distribution of appointments made by the Government of Bengal between the two services, which appears to the Government of India to be a suitable one. The Provincial Service in that Province includes the Professors of Colleges, Principals of Colleges, which do not contain any member of the European Service, Inspectors of Schools, Joint and Assistant Inspectors of Schools, the Inspectress of Female Schools, Headmasters of Collegiate Schools and Training Colleges, Superintendents and Headmasters of Madrassas, the Headmaster of the Kurseong English School, and the Personal Assistant to the Director of Public Instruction. The Subordinate Service includes the Headmasters and Undermasters of Zilla Schools, Deputy Inspectors and Sub-Inspectors of Schools, and a few ministerial and other miscellaneous appointments.

I am to request that it may be considered whether any modifications should be made in the list of Provincial Service appointments submitted with your letter under reply so as to bring the list into agreement with the principles stated above.

6. It is desirable that the same classes of offices should be entered in the same service in each Province. I am to request that, with His Honour's permission, the Government of India may be furnished with a list of all the appointments in the Superior Educational Service in the Punjab showing separately those (1) in the European Service; (2) in the Provincial Service; and (3) unclassified, *i.e.*, not definitely placed on either of the above lists.

7. Turning now to the financial side of the reorganization, I am to say that the Government of India have decided that the ordinary rate of pay for Professors and Inspectors recruited in England should be R500—50—700 a month during their probationary period of five years, and R750—50—1,000 in their second period, the maximum of R1,000 being attained at the end of ten years. This will be the general rule, but it must necessarily be left open to the Secretary of State to offer a fixed pay of R600 a month (the equivalent of R500—50—700) for the probationary period in special cases, or even to offer higher pay, not exceeding R700, when the services of a competent officer cannot otherwise be secured.

8. The question then arises whether any increase of pay should be given to these officers after they have attained the maximum of R1,000. In paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892, the Secretary of State asked the Government of India to consider whether higher pay should not be open to a Professor as such. Although the position and prospects of Educational officers recruited in England will be considerably improved under these proposals, the Government of India are inclined to think that it would be an undesirable arrangement, and one which might possibly create discontent in the service if a large proportion of its members were to attain the highest pay open to them after ten years' service; for it is probable that some officers will never obtain one of the personal allowances which are to be given only in special cases, while others may only obtain one of them at a much later period of their service than ten years. To meet this difficulty, the Punjab Government has proposed that there should be one or more allowances of R250 in each Province for Professors or Inspectors of approved merit, who, though deserving, may not have attained, or be likely to attain, to the special allowances of Principal or Senior Inspector. The Government of India, however, are inclined to think that this allowance would be unnecessarily high in the cases referred to, and that it would be better not to limit the *number* of allowances which might be granted to the officers referred to. A proposal has been made by the Bombay Government, to the effect that an officer of twenty years' approved service, whose total salary does not exceed R1,000, should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be called upon to retire. The Government of India are inclined to think that the principle of this proposal is a good one; but they would prefer to substitute fifteen years' service for twenty as the period after which the special allowance would be available or the officer might be called upon to retire. I am to invite the opinion of His Honour the Lieutenant-Governor both on the proposal of the Bombay Government and on the alternative suggested above. The point should be considered with reference to the Secretary of State's suggestion* that a stipulation should be included among the terms of Educational service, reserving to Government the right of retiring an officer of more than five years' service if it is deemed to be to the public interest that he should so retire, though not permanently incapacitated by bodily or mental infirmity.

* Paragraph 7 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

9. As regards the question how the salaries of Principals of Colleges and the Senior Inspectors are to be fixed, the Government of India are of opinion that the system of granting personal allowances to the holders of these posts should be adopted, and that the allowances should be progressive, so as to correspond to some extent with the higher rates of pay in the present Graded List, which will be supplanted by the new system. The allowances proposed by His Honour the Lieutenant-Governor are: (*a*) one of R500, to be given to the senior of the two officers holding the appointments of Principal of the Lahore Government College and Senior Inspector of Schools; (*b*) one of R250, to be given to the junior of the two officers holding the above-mentioned appointments; (*c*) one of R250, to be given to the next senior officer whether Professor, Inspector, or Principal of the School of Art.

As, however, there will be only seven appointments to be recruited for in England, the Government of India are inclined to think that, unless His Honour the Lieutenant-Governor sees strong reasons in support of the grant of a third personal allowance, it would be sufficient to give two allowances—one of R250—50—500 and one of R200—10—250.

10. With reference to the Secretary of State's suggestion† that at least half the Inspectorships should be transferred to the Provincial Service, the Punjab Government proposes that three Inspectors should be recruited in England

† Paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

and two in India. It is also stated that His Honour the Lieutenant-Governor will be prepared to transfer a further Inspectorship from the European to the Provincial List as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications, but that he does not consider that this could yet be done with due regard to the full efficiency of the service. The Government of India accept this view and approve the proposed distribution of the Inspectorships.

11. Upon the question of the transfer of Professors to the office of Inspector, which is noticed in paragraph 6 of the Secretary of State's Despatch of 28th January 1892, the Government of India have come to the conclusion that this is a matter which must be left to the discretion of each Local Government, who will be best able to judge whether a particular Professor should be permanently or temporarily appointed to an Inspectorship.

12. As regards the prospects of existing members of the graded service, the Government of India are of opinion that no officer now in the Graded List should suffer by the reorganization. The proposed scheme is chiefly designed to better the prospects of Educational officers in the earlier period of service, and much dissatisfaction would be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. The Governor General in Council has therefore decided that every officer who has been permanently appointed to the Graded List should be given the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it.

13. The question has been raised in this correspondence whether the post of Director of Public Instruction should be treated as exclusively reserved for officers of the Educational Department. A reference to paragraphs 2 and 6 of Home Department Resolution No. $\frac{10}{300-10}$, dated the 4th September 1886, will show the view which has already been expressed by the Government of India on this matter. While the Governor General in Council is of opinion that the appointment should not be entered in the lists now to be prepared as exclusively reserved for the Educational Department, he would have it remembered that, for the reasons stated in the Resolution quoted above, the omission of the post from the lists should not interfere with the principle that, *cæteris paribus*, the appointment is to be given to a member of the Educational Service.

14. The question of the pay to be given to Members of the Provincial Educational Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service has only been referred to by three Local Governments and seems to require further consideration. The Government of India, while reserving a final opinion, are inclined to think that the principle recommended by the Bombay Government, that the salary of a Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European List should draw acting allowance on the salary of a Provincial Professor or Inspector), is the right principle and should be adopted. There might, however, be a difficulty in giving effect to it in cases in which all the members of the Provincial Service are graded together and their pay is personal, no definite pay being assigned to Professorships or Inspectorships as such. The Madras Government have proposed that Provincial Service officers officiating for officers of the European Service should get an extra allowance of R100 a month. I am to invite the opinion of His Honour the Lieutenant-Governor on these proposals.

15. With reference to the detailed scheme of reorganization recommended by His Honour the Lieutenant-Governor, I am to say that, for the reasons given in paragraph 13 of this letter, the post of Director of Public Instruction should be omitted from the list of appointments in the Educational Department. The pay of Professors and Inspectors recruited in England and the allowances to be given them will be regulated by the decision communicated in paragraphs 7 and 9 of this letter. As regards the Provincial Service, it appears from the statement given in paragraph 11 of your letter that there are at present among the superior ungraded appointments—

one on R800, carrying an allowance of R100;
one on R500 ditto ditto ditto; and
two on R400—500.

In place of these four appointments, I am to suggest, for the consideration of His Honour the Lieutenant-Governor, whether it would not be sufficient if the following were substituted:—

one on R700;
two on R600; and
two on R500.

I am to explain that in paragraph 5 of their Despatch of 25th March 1891, the Government of India contemplated R700 as the highest pay to which the Provincial Service should rise, and that they are still of opinion that this pay should everywhere be adopted as the maximum of the service. They also consider that the rates of pay should be fixed and not progressive in the case of the Provincial Service.

I am to request that the scheme for the reorganization of the Educational Department in the Punjab may be revised on the lines indicated above.

16. The Government of India would be glad to receive a reply to this letter and the requisite proposition statement at an early date.

From C. J. LYALL, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Chief Commissioner of the Central Provinces,—No. 264, dated the 22nd August 1893. No. 29.

I am directed to reply to your letter No. 4978, dated the 21st July 1892, making certain recommendations regarding the proposals of the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India.

2. The Government of India find that it is necessary, before submitting the various Provincial schemes of reorganization to the Secretary of State, to make a further reference to Local Governments and Administrations on certain points. It is also necessary that proposition statements should be carefully prepared by each Local Government, so that the financial effect of the reorganization may be exactly estimated. I am now to request that a proposition statement may be prepared for Central Provinces; and, in order to enable this to be done, I am to communicate the decisions contained in the following paragraphs at which the Government of India have arrived.

3. The Governor General in Council thinks it necessary to convey the caution that the present financial condition is such that proposals for additional expenditure cannot be entertained. It is important that the new arrangements should, if possible, involve no expenditure in excess of that which is now being incurred; and His Excellency in Council hopes that this principle will be borne in mind in preparing the final scheme of reorganization for the Central Provinces.

4. There are two preliminary matters connected with the reorganization on which some further explanation is required. The first is the designation of the three services into which the Educational Department is to be divided in future. The Department will consist of (A) the Superior Service, and (B) the Subordinate Service. The Superior Service will consist of two branches, one branch including the posts to be filled by persons recruited in England, which might be called the European Service; and the other including the posts to be filled by persons recruited in India which might be called the Provincial Service. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments the Government of India propose that the three divisions of the Educational Department should be designated (i) the European Educational Service; (ii) the Provincial Educational Service; and (iii) the Subordinate Educational Service. The term "European" has been decided upon instead of the term "Imperial" which has been adopted in certain other Departments, as the latter would not be suitable for the Educational Service which will be restricted to a particular Province.

5. The second question for determination is where the dividing line should be drawn between the Provincial and Subordinate Services. In paragraph 5 of their Public Despatch No. 17, dated the 25th March 1891 (extract forwarded with Home Department letter No. 132, dated the 26th March 1892), the Government of India had proposed that it should be drawn so as to include all appointments on pay of more than R200 a month in the former service, while all posts on R200 or less would be classed as subordinate. On full consideration, however, they are inclined to think that the correct principles of demarcation are: (1) that the line between the two services should be drawn rather according to the nature of the offices held than according to pay; (2) that, generally, Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Headmasters of District Schools and officers of lower rank should belong to the Subordinate Service; (3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and

that, on the other hand, officers on higher pay than R200 (such as the Senior Deputy Inspectorships in Bengal) may, at the discretion of the Local Government, be classed in the Subordinate Service.

In this connection I am to bring to your notice the distribution of appointments made by the Government of Bengal between the two services, which appears to the Government of India to be a suitable one. The Provincial Service in that Province includes the Professors of Colleges, Principals of Colleges which do not contain any member of the European Service, two Inspectors of Schools, Joint and Assistant Inspectors of Schools, the Inspectress of Female Schools, Headmasters of Collegiate Schools and Training Colleges, Superintendents and Headmasters of Madrassas, the Headmaster of the Kurseong English School, and the Personal Assistant to the Director of Public Instruction. The Subordinate Service includes the Headmasters and Undermasters of Zilla Schools, Deputy Inspectors and Sub-Inspectors of Schools, a few ministerial and other miscellaneous appointments.

I am to request that the list of Provincial Service appointments submitted with your letter under reply may be revised so as to exclude Deputy Inspectors of Schools who should be classed in the Subordinate Service.

6. It is desirable that the same classes of offices should be entered in the same service in each Province. I am to request that the Government of India may be furnished with a list of all the appointments in the Superior Educational Service showing separately those, (1) in the European Service; (2) in the Provincial Service; and (3) unclassified, *i.e.*, not definitely placed on either of the above lists.

7. Turning now to the financial side of the reorganization, I am to say that the Government of India have decided that the ordinary rate of pay for Professors and Inspectors recruited in England should be R500—50—700 a month during their probationary period of five years, and R750—50—1,000 in their second period, the maximum of R1,000 being attained at the end of ten years. This will be the general rule, but it must necessarily be left open to the Secretary of State to offer a fixed pay of R600 a month (the equivalent of R500—50—700) for the probationary period in special cases or even to offer higher pay, not exceeding R700, when the services of a competent officer cannot otherwise be secured.

8. The question then arises whether any increase of pay should be given to these officers after they have attained the maximum of R1,000. In paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892, the Secretary of State asked the Government of India to consider whether higher pay should not be open to a Professor as such. Although the position and prospects of Educational officers recruited in England will be considerably improved under these proposals, the Government of India are inclined to think that it would be an undesirable arrangement, and one which might possibly create discontent in the service, if a large proportion of its members were to attain the highest pay open to them after ten years' service; for it is probable that some officers will never obtain one of the personal allowances which are to be given only in special cases, while others may only obtain one of them at a much later period of their service than ten years. To meet this difficulty the Bombay Government have proposed that an officer of twenty years' approved service, whose salary does not exceed R1,000, should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be called upon to retire. The Government of India are inclined to the opinion that the principle of the proposal is a good one; but they would prefer to substitute fifteen years' service for twenty as the period after which the special allowance would be available or the officer might be called upon to retire. I am to invite your opinion both on the proposal of the Bombay Government and on the alternative suggested above. The point should be considered with reference to the Secretary of State's suggestion * that a stipulation should be included among the terms of Educational service, reserving to Government the right of retiring an officer of more than five years' service if it is deemed to be to the public interest that he should so retire, though not permanently incapacitated by bodily or mental infirmity.

* Paragraph 7 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

9. As regards the question how the salaries of Principals of Colleges and the Senior Inspectors are to be fixed, the Government of India are of opinion that the system of granting personal allowances to the holders of these posts should be adopted, and that the allowances should be progressive. Sir A. MacDonnell proposed that the Professor who acts as Principal of the Jubbulpore College should receive a special allowance of R250 a month. The Government of India would prefer that the allowance should be one of R200—10—250—the rate fixed for other Provinces.

10. With reference to the Secretary of State's suggestion* that at least half the Inspectorships should be transferred to the Provincial Service, Sir A. MacDonnell proposed that two Inspectors should be recruited in England and one in India. I am to say that the Government of India approve this distribution of appointments between the two services.

* Paragraph 6 of his Despatch No. 9 (Public—Educational), dated the 28th January 1892.

11. Upon the question of the transfer of Professors to the office of Inspector, which is noticed in paragraph 6 of the Secretary of State's Despatch of 28th January 1892, the Government of India have come to the conclusion that this is a matter which must be left to the discretion of each Local Government, who will be best able to judge whether a particular Professor should be permanently or temporarily appointed to an Inspectorship.

12. As regards the prospects of existing members of the Graded Service, the Government of India are of opinion that no officer now in the Graded List should suffer by the reorganization. The proposed scheme is chiefly designed to better the prospects of Educational officers in the earlier period of service, and much dissatisfaction would be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. The Governor General in Council has therefore decided that every officer who has been permanently appointed to the Graded List should be given the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur on it, subject to the condition that only those considered fit for promotion will get it.

13. The question of the pay to be given to members of the Provincial Educational Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service has only been referred to by three Local Governments, and seems to require further consideration. The Government of India, while reserving a final opinion, are inclined to think that the principle recommended by the Bombay Government, namely, that the salary of a Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European List should draw acting allowance on the salary of Provincial Professor or Inspector), is the right principle and should be adopted. There would, however, be a difficulty in giving effect to it in cases in which all the members of the Provincial Service are graded together and their pay is personal, no definite pay being assigned to Professorships or Inspectorships as such. The Madras Government have proposed that Provincial Service officers officiating for officers of the European Service should receive an extra allowance of R100 a month. I am to invite your opinion on these proposals.

14. With reference to the detailed scheme of reorganization recommended by Sir A. MacDonnell, I am to say that the pay of Professors and Inspectors to be recruited in England, and the allowances to be given them, will be regulated by the decisions communicated in paragraphs 7 and 9 of this letter. The Principal of the Training School, who, under Sir A. MacDonnell's proposals, may be recruited either in England or in India, need not for the present be included either in the European or in the Provincial Service. As regards the Provincial Service, I am to say that the Government of India are of opinion that fixed salaries are more appropriate than progresive ones, but that, as there will be only one Inspector they have no objection to his being granted, as proposed, a pay of R500—40—700. Sir A. MacDonnell's proposals regarding the three Assistant Inspectors have been negatived† by the Secretary of State, and the appointments proposed for them should therefore be removed from the list. The Deputy Inspectors should, for the reasons given in paragraph 5 of this letter, be removed to the Subordinate Service. I am to request that the scheme for the reorganization of the Educational Department in the Central Provinces may be revised on these lines.

† *Vide* correspondence ending with Home Department endorsement No. 230, dated 8th August 1893.

15. The Government of India would be glad to receive a reply to this letter and the requisite proposition statement at an early date.

From C. J. Lyall, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Chief Commissioner of Burma,—No. 265, dated the 22nd August 1893. No. 30.

I am directed to acknowledge the receipt of your letter No. 133-1-E.—14, dated the 8th August 1892, conveying certain remarks regarding the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India.

2. In reply I am to forward, for your information, a copy of a letter * addressed to the Government of Madras (which is on the same lines as those addressed to other Local Governments), and to say that, subject to the Secretary of State's approval of the scheme, the Government of India will have no objection to European Educational officers being recruited for Burma in future on conditions similar to those stated in paragraph 7 of that letter.

* No. 259 of this date.

3. I am to add that the Government of India agree that it is not necessary to consider the question of constituting a Provincial Educational Service in Burma at present.

No. 31. From C. J. LYALL, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Chief Commissioner of Assam,—No. 266, dated the 22nd August 1893.

I am directed to reply to your letter No. 7118-G., dated the 12th August 1892, stating with regard to the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Service in India, that in Assam there is only one appointment—that of Head of the Education Department—which belongs to the European Service, and that as regards this appointment you are quite willing to acquiesce in any course of training or conditions of service which may commend themselves to the Government of Bengal. The only point to which you give prominence is that the officer selected should be a European with as varied an experience as possible in the several branches of Educational work.

2. I am to forward, for your information, copy of a letter No. 261 of this date, addressed to the Government of Bengal, showing the details of the scheme which the Government of India propose to adopt. It will be seen from paragraphs 7, 9 and 10 that provision will be made in the Bengal scheme for the Director of Public Instruction in Assam.

3. With reference to paragraphs 4 to 6 of the enclosed letter to the Bengal Government, the Government of India understand that there will be no Provincial Educational Service in Assam. The Director alone will belong to the European Service; and all other officers in the Department (Deputy Inspectors, Headmasters of District Schools and inferior officers) will be in the Subordinate Service.

No. 32. From C. J. LYALL, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Chief Commissioner of Coorg,—No. 267, dated the 22nd August 1893.

I am directed to acknowledge the receipt of your letter No. 1165—447-86, dated the 23rd July 1892, stating, with regard to the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India, that you are willing to leave the question of the pay and position of the Inspector of Schools for Coorg, who belongs to the Madras Educational Department, to be determined in communication with the Madras Government. It is at the same time proposed that the Headmastership of the Mercara Central School should, in future, be recruited for in England and that the salary should, for future incumbents, be raised to R500 a month.

2. In reply I am to say that the Government of India are of opinion that the question of the recruitment and pay of future incumbents of the post of Headmaster of the Mercara Central School should be left for consideration when the time comes for the appointment of the next officer.

No. 33. From C. J. LYALL, Esq., C.S.I., C.I.E., Secretary to the Government of India, Home Department, to the Resident at Hyderabad,—No. 268, dated the 22nd August 1893.

I am directed to acknowledge the receipt of your letter No. 224, dated the 1st August 1892, forwarding the remarks of the Director of Public Instruction, Hyderabad Assigned Districts, on the proposals made by the Secretary of State in his Despatch No. 9 (Public—Educational), dated the 28th January 1892, in connection with the reorganization of the Educational Services in India. It is stated that in Berar there are no officers recruited in England, and that the only officers in the Provincial Service are—

	R
The Director on	1,000
One Inspector on	300—500
Two Headmasters of High Schools on	250 each.

All other officers will be in the Subordinate Service.

2. In reply I am to say that the Government of India accept your opinion that the Educational Department in Berar may, with advantage, be left upon its present footing.

From the Hon'ble Mr. J. F. PRICE, Chief Secretary to the Government of Madras, to the Secretary to the Government of India, Home Department,—No. 831, dated the 13th November 1893. **No. 34.**

I am directed to reply to your letter, dated 22nd August 1893, No. 259, on the subject of the reorganization of the Educational Department.

2. As requested in paragraph 2 of your communication, proposition statements have been prepared and are submitted.

3. In paragraph 3 the Government of India expresses its inability to recommend to the Secretary of State the proposal that the salary of the Director of Public Instruction in Madras shall be raised to R2,000—100—2,500. I am to state that His Excellency in Council earnestly hopes that the Government of India will be able to reconsider this decision. The work devolving on the Director of Public Instruction in this Presidency is exceedingly heavy, and, as a matter of principle, it is expedient that the pay of the head of the department in Madras should not be less than that which is attached to the Directorships in Bengal and Bombay. The Government of India is doubtless aware that the Director of Public Instruction is also Commissioner for the Uncovenanted Civil Service Examinations in this Presidency, but the magnitude and importance of the duties attaching to the post of Commissioner are not, perhaps, so clearly understood. For an enumeration of these duties a reference may be made to Dr. Duncan's letter of the 19th September last, No. 10316, which forms an enclosure to this communication. They are so considerable that His Excellency the Governor in Council is of opinion that it is unreasonable to expect any officer to perform them without pay. In present circumstances it is impossible to assign the work of the Commissioner for the Uncovenanted Civil Service Examinations to any officer other than the Director of Public Instruction, and if he is to continue to perform it, he must receive some compensation which, His Excellency in Council considers, should take the form of an addition to the salary attached to the Directorship. Dr. Duncan suggests, as an alternative, that the Commissionership should carry with it a local allowance of R250 *per mensem*, but such an allowance could not be drawn during leave, and would not count for furlough allowances, and the Government prefers the plan of an addition to salary. In view of these further observations, it is hoped that His Excellency the Governor General in Council will see his way to recommend to the Secretary of State the increase of pay proposed in paragraph 4 (*a*) of the Proceedings of this Government communicated with Mr. Galton's letter dated the 21st January 1893, No. 34-Educational.

4. In paragraph 5 of your letter under reply, the question of the dividing line between the Provincial and Subordinate Services is discussed. The Government of India is inclined to think that the demarcation should be made with reference to the nature of the offices rather than on a consideration of the pay, which latter is the method adopted by this Government. With regard to this point I am directed to observe that the system proposed by the Government of India is incompatible with the organization of the Provincial Service in grades, and it would therefore be a matter of some difficulty to combine the Bengal scheme which has received the approval of the Government of India with that proposed by this Government. At the same time it seems to His Excellency in Council that the Provincial Service as organized by this Government will be in substantial agreement with the Provincial Service as organized by the Government of Bengal, although the principles upon which the division between the Provincial and Subordinate services has been made are different. In any case, it would be impossible to adopt the Bengal classification of appointments in the Provincial Service unless it were considerably modified to suit the conditions of service in this Presidency, and, as the method of demarcation on a consideration of pay is, at least, fairly reasonable, and certainly easily intelligible, His Excellency in Council does not see sufficient reason to make any modifications in the list of Provincial Service appointments previously submitted.

5. As requested in paragraph 6 of your letter, I am directed to forward a list of all the appointments in the Superior Educational Service showing separately those (1) in the European Service, (2) in the Provincial Service, *vide* Appendix. There are no "unclassified" appointments.

6. Paragraph 8 of your letter deals with the question whether Inspectors and Professors belonging to the European Service should receive any increase of pay after they attain the

maximum salary attached to their appointments, *viz.*, R1,000. The Government of India suggests that a special allowance of R100 *per mensem* should be granted to such officers after 15 years' service, subject to the condition that the Local Government may decline to grant an allowance in any case, and that the officer whose allowance is so declined shall be obliged thereupon to retire. His Excellency in Council concurs with the Government of India that special allowances, such as proposed, should be granted after 15 years' service, but is not in favour of the condition appended to the proposal. This Government has already suggested [paragraph 4 (*e*) of the Proceedings of the Madras Government communicated with Mr. Galton's letter dated 21st January 1893, No. 34 Educational], that a stipulation should appear in the agreements of all officrs recruited in England to the effect that the Local Government may at any time require their retirement when the interests of the public demand, and if this proposal is acted upon, no further protection against the continuance in the service of incompetent men will be necessary. There is no particular reason why the refusal of the allowance should carry with it what amounts to dismissal, and the allowances would probably come to be granted in every case as a matter of course. This Government would suggest that when an officer who is drawing the special allowance of R100 is appointed to a post (Principalship or senior Inspectorship, to which a separate allowance is attached, his special allowance should merge in the higher separate allowance.

7. Paragraph 14 of your letter discusses the question of the pay to be given to members of the Provincial Service when acting in appointments usually reserved for members of the European Service, and it is suggested that in such cases the Provincial Service man should draw acting allowance on the pay of a Provincial Professor or Inspector. I am directed to point out that it is impossible to adopt this suggestion, because in the Provincial Service as organized by this Government, definite pay has not been attached to the posts of Inspector and Professor. If, therefore, the Government of India continues to object to the previous proposal of this Government, which was that Provincial Service men acting in the European Service should receive R100 a month as an allowance, His Excellency in Council would suggest that they should draw acting allowance on R700, that being the pay attached to the highest grade of the Provincial Service under the scheme previously submitted. The result of this method of remuneration will of course be that the two men in the highest grade of the Provincial Service will get no allowance whatever when they act in the European Service.

In this connection the local Director of Public Instruction has raised the question whether a Provincial Service man who officiates as Principal of a College or as Senior Inspector, will receive the allowances attached to the Principalships and Inspectorships. These allowances are, strictly speaking, neither personal nor local: if they were the former, the acting man could get no part of them; if they were the latter, the acting man would get the whole allowance. The allowances are special and have all the incidents of salary, and, in the opinion of this Government, men acting as Principals or Senior Inspectors should receive acting allowances, on the allowances, as if they formed a portion of the pay attached to the offices in which they are acting.

8. His Excellency in Council observes with regret that the Government of India has declined to treat the various grades of the Provincial Service as distinct classes for the purposes of Article 155, Civil Service Regulations. It is hoped that it will be found possible to reconsider this decision. As the salaries attached to the grades are fixed and not incremental, a system of acting allowances among the grades will not give rise to any complications of account.

9. The information as to the duties of Inspectresses, which is asked for in paragraph 16 of your letter, has been supplied in paragraph 14 of Dr. Duncan's letter, dated 19th September 1893, No. 10313, *vide* Proceedings of this Government, dated the 13th November 1893, No. 830-Educational.

10. In order to give effect to the orders of the Government of India limiting the cost of the proposed scheme to that of the present sanctioned scale, Dr. Duncan has suggested that the following changes be made in the proposals previously submitted by this Government to the Government of India :—

(1) he reduces the allowances of the Principal of the Presidency College and the Senior Inspector from R250—50—500 to R250—30—400 ;

(2) he reduces the allowances of the Principals of the Kumbakonam and Rajahmundry Colleges from R200—10—250 to R150—10—200 ;

(3) he reduces the strength of the second grade of the Provincial Service (carrying R600) from two to one, and places the other appointment in a separate grade carrying R550 ;

(4) he reduces the strength of each of the seventh (R300) and eighth (R250) grades of the Provincial Service by one, and adds the two appointments to the last grade on R200.

In this way the cost of the European Provincial Service has been brought down to R29,183⅓ *per mensem*. This sum is exactly equal to the actual cost of the present establishment, but it should be observed that this *actual* present cost is lower than the *sanctioned* cost as shown below—

(1) In Mr. Hewett's letter, dated 21st February 1890, No. 71, the Government of India sanctioned a revised scale of establishment for the College of Agriculture, which resulted in a reduction in the pay of the Principal (R500—50—900, against R800—50—1,000) and of the Vice-Principal (R400—20—500, against R500—25—750) ; this revised and lower rate of salaries has not yet been brought into actual operation, because no Principal has been appointed since Mr. Robertson retired, and on this ground the Accountant-General has substituted the old rates of pay in the columns of the proposition statements which show the present scale.

(2) The Superintendent of the Training School for Mistresses receives R350 on agreement, but the sanctioned pay of the post is R400—20—500 [Secretary of State's Despatch, dated 19th March 1891, No. 38, Public (Educational)], and the Accountant-General has raised the figures under "present scale" accordingly.

(3) In Home Department telegram, dated 29th July 1893, the Government of India sanctioned the abolition of a Senior Assistant Professor on R200—20—300 in the Presidency College in view to the creation of a post of Vice-Principal of the Rajahmundry Training College carrying R250 ; the Accountant-General has included both these posts in the present scale on the ground that the abolition of the former has not yet been effected.

By the above means the Accountant-General has raised the cost of the scale to R29,933⅓, but it should be noted that the introduction of the new and lower scale of pay in the College of Agriculture is merely a matter of time, and that the Vice-Principal of the Rajahmundry Training College will not be appointed until the senior Assistant Professorship in the Presidency College has ceased to exist. It is fair, however, to raise the sum showing the *actual* present cost (*viz.*, R29,183⅓) by the difference between—

(1) the pay of the Senior Assistant Professor and that sanctioned for the Vice-Principal of the Rajahmundry Training College ;

(2) the pay drawn under contract by the present Superintendent of the Training School for Mistresses and the sanctioned pay of the post.

The cost of present scale may, therefore, be put at R29,183⅓ + R133⅓ or R29,316⅔.

The Government is strongly opposed to the reduction in the allowances of the three Principals of Colleges and of the Senior Inspector which has been suggested by Dr. Duncan, and proposes to raise them again to the figures originally suggested, namely, R250—50—500 for the Principal of the Presidency College and the Senior Inspector, and R200—10—250 for the Principals of the Kumbakonam and Rajahmundry Colleges.

The financial effect of the present proposals will thus be—

	R
Total actual cost of present scale	29,183⅓
Add	133⅓
GRAND TOTAL COST .	29,316⅔
Cost of Dr. Duncan's revised scheme	29,183⅓
Add enhanced allowances	233⅓
TOTAL .	29,416⅔

The excess of the cost of the proposed scheme over what may fairly be taken to represent the cost of the present scale is only R100, and to this trifling increase it is hoped that the Government of India will have no objection.

11. It was originally proposed to include the Principal of the Law College in the European Service and give him a salary of R1,000—50—1,250, but Dr. Duncan has now suggested that his pay should be R1,200 fixed. It seems, however, to Government, that the best plan will be to remove the post altogether from the cadre of the service, for the Secretary of State has expressed a wish (Public Despatch, dated 16th April 1891, No. 3) that the connection of Government with the Law College should be severed as soon as possible. If this proposal is carried out, the cost of the present and proposed scales of establishment will be reduced by R1,200 *per mensem*.

12. The Directorship has been removed from the cadre of the service with reference to paragraph 13 of your letter under reply.

13. The Director observes that there is no necessity to allow to members of the Provincial Service the privilege of declining to come under the new scheme which the Government of India has decided to concede to members of the European Service. The Government concurs with this view.

No. 35.

APPENDIX.

Superior Educational Service.

(1) European Service.

Principals of First grade Colleges	3
Inspectors of Schools	2
Professors	6
Principal of the Law College	1
Ditto of the Teachers' College	1
Ditto of the College of Agriculture	1
Superintendent, School of Arts	1
Inspectresses of Girls' Schools	2
Vice-Principal, Teachers' College	1
Ditto, College of Agriculture	1
Superintendent, Presidency Training School for Mistresses	1
Total	20

(2) Provincial Service.

Inspectors of Schools	2
Professors	3
Junior Professor of English, Presidency College	1
Senior Assistant Professor, Presidency College	1
Assistant Inspectors of Schools	9
Lecturers in First-grade Colleges	7
Personal Assistant to the Director of Public Instruction	1
Vice-Principal, Rajahmundry Training College	1
Headmaster, Mangalore College	1
Ditto, Calicut Training College	1
Ditto, Madrasa-i-Azam	1
First and Second Assistants, Teachers' College	2
First Assistant, College of Agriculture	1
Instructors in Engineering and Surveying, College of Engineering	2
Assistant Superintendent, School of Arts	1
Deputy ditto, Reformatory School	1
Total	35
GRAND TOTAL	55

No. 36. *Extract from the Proceedings of the Government of Madras, in the Educational Department,— No. 830 (Educational), dated the 13th November 1893.*

Read again the following papers :—

G. O., dated 21st January 1893,—No. 33, Educational.

Abstract.—Passing orders on the scheme for the reorganization of the Educational Department.

G. O., dated 4th September 1893, No. 646, Educational.

Abstract.—Communicating to the Director of Public Instruction for report letter from the Government of India remarking on the proposals made for the reorganization of the Educational Department, and directing him to submit Proposition Statement and list of appointments in the Superior Educational Service in

this Presidency, as well as a Statement showing precisely the duties of the Senior and Junior Inspectresses of Girls' Schools.

Read also the following papers :—

From Dr. DUNCAN, Esq., M.A., D.Sc., Director of Public Instruction, to the Chief Secretary to the Government of Madras,—No. 10313, dated Madras, the 19th September 1893.

With reference to the Government of India's letter No. 259 of the 22nd ultimo, of the Home Department, communicated to me under Government Order, Educational, No. 646, dated the 4th instant, I have the honour to submit, in triplicate, a Proposition Statement in connection with the reorganization of the Educational Department, prepared with reference to the instructions issued by that Government, and embodying such further changes as I consider necessary so as to keep the aggregate expenditure within the present sanctioned limits.

2. I have excluded the post of Director of Public Instruction from the lists herewith submitted, in deference to the views expressed by the Government of India in paragraph 13 of its letter under reply. I propose to address Government separately regarding the emoluments of the appointment, as the matter does not appear to have been placed before the Government of India with sufficient details to convince it of the very heavy and onerous duties devolving on the incumbent, not only in his capacity as the head of a growing department, but also as the Commissioner for the Uncovenanted Civil Service Examinations. This latter office has, as the Government is fully aware, entailed on the Director much additional work which the Directors of Public Instruction in Bengal and Bombay do not appear to have been called upon to discharge in addition to their duties.

3. There can be no objection to the three divisions of the Educational Service being designated as "the European Educational Service," "the Provincial Educational Service," and "the Subordinate Educational Service." The appointments which were decided by the Government to be included in the two lower branches, *viz.*, the Provincial and the Subordinate Services, though based on pay, are really in accordance with the nature of the offices held, the rate of pay having been fixed invariably with reference to the responsibilities attached to the offices. The appointments in this Presidency carrying R200 and more, and those carrying less than R200 are *mutatis mutandis* identical; the former with the appointments classed as Provincial in Bengal, and the latter with those classed as Subordinate. No modification seems, therefore, to be necessary in the arrangement.

4. The European Service at present includes—

(i) Fifteen graded officers, composed of four inspectors, three Principals of First-grade Colleges, and eight Professors. One Professorship and an Inspectorship are held by natives already confirmed, and two Professorships are held by natives sub. *pro tem.*

(ii) Two Inspectresses of Girls' schools.

(iii) One Professor (of Physics), Presidency College.

(iv) Principal, Law College.

(v) Principal and Vice-Principal, Teachers' College.

(vi) Principal and Vice-Principal, College of Agriculture.

(vii) Superintendent, School of Arts.

(viii) Superintendent, Presidency Training School for Mistresses.

Three of the appointments (ii and viii) require the services of ladies educated in Europe, and for the other appointments men with special attainments are required. With the exception of the two Inspectorships and three Professorships, which it is proposed to transfer to the Provincial Educational Service for the special encouragement and recognition of native talent, the other appointments must, for reasons so obvious as not to need mention here, continue to be recruited in England. The salaries of the appointments in the European Service range from R350 to R1,500.

5. The Provincial Service consists at present of—

(i) Nine Assistant Inspectors divided into three grades.

(ii) Seventeen upper subordinates of the Scholastic branch divided into three grades—including—

(*a*) one Junior Professor and one Senior Assistant Professor, Presidency College.

(*b*) four Lecturers, Kumbakonam College.

(*c*) three Lecturers, Rajahmundry College.

(*d*) Head Master, Mangalore College.

(*e*) two Assistants, Teachers' College.

(*f*) two Assistants, College of Engineering.

(*g*) one Assistant, College of Agriculture.

(*h*) Head Master, Madrassa-i-Azam.

(*i*) Personal Assistant to the Director of Public Instruction.

(iii) Assistant Superintendent, School of Arts.

(iv) Vice-Principal, Training College, Rajahmundry.

(v) Head Master, Training College, Calicut.

(vi) Deputy Superintendent, Reformatory School, Chingleput.

The nine appointments included in (i) formed part of the scheme sanctioned by the Secretary of State in connection with the reorganization of the Inspectorate in 1888, and the seventeen appointments included in (ii) constitute the Upper Subordinate Service—Scholastic branch—sanctioned by the Secretary of State in 1891. One of the Senior Assistant Professorships in the Presidency College, the abolition of which received the sanction of the Government of India (G.O., dated 8th August 1893, No. 573, Educational), has been excluded from the latter class. My First Assistant has been designated "Personal Assistant to the Director of Public Instruction," the term adopted in Bengal. The reasons for which these appointments have been made gazetted appointments and constituted the Upper Subordinate Service are also reasons for these being placed in the Provincial Educational Service. The Government has decided to include the Assistant Superintendent of the School of Arts in the Provincial Service, while I proposed to include him in the European Service. The Vice-Principalship of the Rajahmundry Training College, and the Headmastership of the Training College, Calicut, would find place in the Provincial list, as Headmasters of the Training Colleges in Bengal are proposed to be included in that list. The Deputy Superintendentship of the Reformatory School, Chingleput, is a unique appointment, carrying much responsibility and requiring the service of a European or Eurasian of experience and standing. A subordinate officer can, in no circumstances, be placed in charge of the institution, seeing that, during the absence of the Civil Surgeon who is the Superintendent, *ex-officio*, the entire charge of the school devolves on the Deputy Superintendent. The salaries of the appointments mentioned above range from R200 to R500.

6. On reconsideration I have given up, with reference to the Secretary of State's observations recorded in G. O., dated 18th May 1891, No. 360 (Educational), the graduated scale of pay, *viz.*, R1,000—50 R1,250, originally proposed for the Principal, Law College. All the appointments in the Superior Educational Service have been included either in the European or in the Provincial Service, and there are thus no "unclassified" appointments in this Presidency, *i.e.*, those not definitely placed in either of the above lists.

7. I have no remarks to offer on paragraph 7 of the Government of India's letter. The general scale of salaries proposed for officers in the European Service is intended to cover the scale therein mentioned.

8. The principle which has been proposed by the Government of India, in modification of the proposal of the Bombay Government, of giving a special allowance of R100 a month to an officer of fifteen years' approved service, whose monthly salary does not exceed R1,000, and of calling upon him to retire if the allowance were refused to him is a good one. In the Madras scheme four personal allowances are provided for special cases. Only two or three officers would, at a time, be eligible for the allowance of R100. The right of Government to call upon an officer of the European Service of more than five years' standing to retire should be specially provided for in all service covenants entered into with the Secretary of State.

9. The Government of India approves of the rates of personal allowances proposed by the Government of Madras, but its approval is, I fear, rendered of no effect by the condition that the Madras proposals must not involve additional expenditure. In conformity with this condition I regret to have to recommend that two personal allowances of R250—30—400 and

two of R150—10—200 be substituted for those of R250—50—500 and of R200—10—250. I am not, however, satisfied of the desirability of making these personal allowances progressive, small increments of R30 and R10 being somewhat incongruous with such high salaries. In the present graded services we have one appointment with a maximum pay of R1,500 and two of R1,250 each. Instead of these there would be two appointments with a maximum of R1,400 and two of R1,200.

10. There need be no objection to allow the officers that have already been confirmed in the graded service the option of coming under the new scheme at once or continuing in the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. In the former case, all officers who have drawn R750 in the 4th class for one year on the 1st April next should be permitted to draw R800 from that date. In my present proposals I have fixed the scale in such a way that no financial disturbance will be caused by the exercise of the option herein given.

11. On further consideration I would recommend the principle suggested by the Bombay Government in respect of salaries of members of the Provincial Educational Service when acting in temporary vacancies in the European Educational Service. The Madras scheme has fixed R500 as the minimum pay of a Provincial Professor or Inspector, and has recommended an acting allowance of one-fifth or R100. When an officer on a pay R450 is appointed to act, he will get under the Bombay principle R50 only as acting allowance; and I have no objection to the adoption of the principle advocated by the Bombay Government. The salary of an acting officer should not properly exceed the minimum pay (R500) of a Provincial Professor or Inspector.

12. The principle above referred to leads to another question, *viz.*, whether, in the event of a Provincial Inspector or Professor becoming the Senior Inspector, or being appointed to act as Principal of a first-grade college, he will be entitled to the personal allowance attaching to such posts. Such cases will be rare, and I would grant the personal allowance to officers so situated.

13. I would respectfully urge on the Government of India to reconsider its decision in paragraph 15 of its Home Secretary's letter. When the Madras Government proposed, in connection with the reorganization of the Upper Subordinate Service—Scholastic Branch—a graded system of pay and acting allowances, the Government of India declined to recommend the proposal on the ground that the combination of progressive rates of pay in a graded service with officiating promotion from grade to grade would cause complications and opined that where progressive pay is suitable it ought to take the place of officiating promotion (G. O., dated 6th May 1891, No. 337). This principle worked hard in application, and it was partly with a view to mitigate the hardships caused by the arrangement that a revised scheme of Upper Subordinate establishment was submitted to Government with my letter No. 14642, dated 24th December 1891. Progressive salaries have been given up in the present scheme of the Provincial Service and consequently officiating promotion cannot also be given up. The vacancies in the department are few and far between, and the Department is already lacking in popularity owing to the comparatively poor prospects it holds out. It would, therefore, be extremely hard if the service were deprived of both the progressive salaries and the officiating promotion. The Revenue Deputy Collectors are divided into grades, and acting promotions are allowed from grade to grade; and in the Educational Department, Sub-Assistant Inspectors are divided into four classes and promotion is allowed from class to class. There seems, I submit, to be no reason why all the Educational officers should not be treated alike. Probably the Government of India has overlooked the circumstances that in the Provincial Service proposals progressive pay has been altogether given up.

14. The duties attached to the post of Inspectress of Girls' Schools are essentially the same as those of an Inspector of Schools. They have the inspection and examination of all European, training and technical schools for girls, of secondary girls' schools, and of as many primary girls' schools as possible. Not only have they to inspect and examine the above schools, but they have also the control of the work of their sub-assistants. One of the Inspectresses has charge of all girls' schools in thirteen districts, including Madras, and the other has charge of all girls' schools in the remaining nine districts. Their ranges are thus much more extensive than those of Inspectors. Each of these officers has to inspect and examine more than 200 schools every year and the correspondence work is heavy, and is yearly increasing along with the rapid development of female education.

15. A comparative statement of the present and proposed scale of pay of the European Educational Service is given below:—

PRESENT SCALE.

Graded List.

R R	Average. R
1 on 1,250—1,500	1,416⅔
2 „ 1,000—1,250 each	2,333⅓
4 „ 750—1,000 „	3,666⅔
8 „ 500—750 „	5,333⅓

PROPOSED SCALE.

A.—Graded List (if temporarily retained.)

R R	Average. R
1 on 1,250—1,500	1,416⅔
2 „ 1,000—1,250 each	2,333⅓
4 „ 750—1,000 „	3,666⅔
4 „ 500—750 „	2,000
	9,416⅔

or B.—Substitute for the Graded List.

10 on R500—1,000 each	8,333⅓
2 personal allowance, R250—30—400 each	700
2 personal allowance, R150—10—200 „	366⅔
	9,400

PRESENT SCALE.

Non-graded List.

	Average. R
Principal, Law College	1,200
Professor of Physics, Presidency College, R500—700.	633⅓
Principal, Teachers' College, R600—1,000 .	866⅔
Principal, College of Agriculture, R500—900.	766⅔
Superintendent, School of Arts, R500—1,000	833⅓
Senior Inspectress of Girls' Schools, R500—600.	566⅔
Junior Inspectress of Girls' Schools, R400—500.	466⅔
Vice-Principal, Teachers' College, R400—500.	466⅔
Vice-Principal, College of Agriculture, R400—500.	466⅔
Superintendent, Presidency Training School for Mistresses, R350—350.	350
	19,366⅔

PROPOSED SCALE.

	Average. R
3 Supernumeraries, R500—750 . .	2,000
Principal, Law College	1,200
Professor of Physics, Presidency College, R500—1,000.	833⅓
Principal, Teachers' College, R500—1,000 .	833⅓
Principal, Colllge of Agriculture, R500—1,000.	833⅓
Superintendent, School of Arts, R500—1,000.	833⅓
Senior Inspectress of Girls' Schools, R500—600.	566⅔
Junior Inspectress of Girls' Schools, R450—500.	483⅓
Vice-Principal, Teachers' College, R400—500.	466⅔
Vice-Principal, College of Agriculture, R400—500.	466⅔
Superintendent, Presidency Training School for Mistresses, R350—450.	416⅔
TOTAL, with option .	18,350
TOTAL, without option .	18,333⅓

There are thirteen officers who have already been confirmed in the graded list, and two (Mr. S. Sathianadhan and M. R. Ry. Seshagiri Sastri) are acting sub. *pro tem.* Two appointments may, therefore, be transferred at once to the Provincial list. Three supernumeraries on R500—750 each have been provided in the European list so as to allow a lien for the two Inspectors and one Professor, whom it has been proposed to transfer to the Provincial list, but who may elect to continue on the European list under the option to be given them. The average pay of these three officers is R2,000, and three appointments—two on R700 each and one on R600—will be entered in the Provincial list as an alternative. Whether the three officers desire to continue in the graded list or are willing to join the Provincial list at once, the cost to the State will be the same, namely, R2,000. If the remaining ten officers in the

graded list elect to continue in the graded list, the average monthly cost will be R9,416⅔, but if they elect to come under the new arrangements, the average cost will be R9,400 only. I have provided for these alternatives under A and B. A few of the officers may prefer to continue in the graded list, and the rest may avail themselves of the new scheme. The difference in the total average cost is only R16⅔, as the personal allowances have now been fixed, and it would therefore be of no consequence to the State whether any, and if so, how many, elect to abide by the existing arrangements. The new Junior Inspectorships to be transferred to the Provincial list now or eventually are held by Messrs. Logan and Magoji Rau. The former officer is drawing R750, and one R700 place in the Provincial list will be reserved on his account. The latter officer is drawing R500 as a Native officer on two-thirds pay. If he elect to join the Provincial Service at once, he will be given the other R700 place in the Provincial list. The R600 post in the Provincial list will be reserved for Mr. Middlemast, who is M. R. Ry. Nagoji Rau's junior, and the last confirmed officer in the graded list. When these three officers rise in rank or join the Provincial Service, the supernumeraries will cease to exist.

16. The Provincial Educational Service will be constituted as follows:—

PRESENT SCALE.

	R
2 Assistant Inspectors on R400—500 each	933⅓
3 Assistant Inspectors on R300—400 "	1,100
4 Assistant Inspectors on R200—300 "	1,066⅔
3 Upper Subordinates, Scholastic Branch, on R400—500 each.	1,400
5 Upper Subordinates, Scholastic Branch, on R300—400 each.	1,133⅓
9 Upper Subordinates, Scholastic Branch, on R200—300 each.	2,400
1 Assistant Superintendent, School of Arts, on R400—400.	400
1 Vice-Principal, Rajahmundry Training College, on R250—250.	250
1 Head Master, Calicut Training College, on R200—200.	200
1 Deputy Superintendent, Reformatory School, on R200—250.	233⅓
	9,816⅔

PROPOSED SCALE.

[Three—two Inspectors and one Professor—on R700, R700, and R600, to form the first and second class of officers, Provincial list.]

	R
1 Third class on R550	550
4 Fourth class on R500 . . . . (two being for 2 Professors).	2,000
3 Fifth class on R450	1,350
4 Sixth class on R400	1,600
4 Seventh class on 350	1,400
5 Eighth class on R300	1,500
5 Ninth class on R250	1,250
6 Tenth class on R200	1,200
	10,850

Funds are not available to provide for two second class appointments on R600 each as proposed by the Madras Government, and I have accordingly entered one second class appointment on R600 (to be reserved for a professor) and one appointment on R550 in the third class. On R500, R450, R400, and R350, each, there will be four, three, four, and four appointments, respectively, as the Government has already fixed. Instead of six appointments on R300 six on R250, and four on R200, I have provided for five places on R300 and five on R250, and six on R200, so that the numbers in the several classes may be more graduated. None of the present incumbents will be affected, except one officer on R300—300, who draw R200 now; but as there will be an acting appointment open for him in the R250 class, no disturbance will be caused to any officer, while many will be benefited. The option given to officers in the graded list need not be given to officers in the Provincial list, as most of the officers will be benefited immediately, and as no officer will, in the long run, be a loser. I assume here that the Government of India will allow on reconsideration officiating promotions from class to class in the light of the remarks made in paragraph 14 *supra*.

17. Combining the two first services—European and Provincial—it will be seen that the present total average cost is (R19,366⅔ + 9,816⅔) R29,183⅓. The proposed cost will be (R18,350 + 10,856) R29,200 if the graded officers elect to continue in their grade, or (R18,333⅓ + 10,850) R29,183⅓ should they elect to accept the new arrangements. The increase in the former case will be R16⅔ per mensem, and in the latter case the present and proposed scales exactly coincide. If several officers elect to come under the reorganization scheme at once, the excess cost will be but trifling, and will disappear altogether in a short time.

18. In conclusion I trust that I have sufficiently entered into the financial and other details. I trust that the final arrangements herein proposed will be accepted, and that the sanction of the Government of India and the Secretary of State will be accorded to the proposed scheme to have effect from 1st April 1894. A number of appointments in the Scholastic and Inspection branches of the service have not been permanently filled up

pending the reorganization, and the department cannot well be kept in a state of continued suspense.

From D. DUNCAN, Esq., M.A., D.Sc., Director of Public Instruction, Madras, to the Chief Secretary to the Government of Madras,—No. 10316, dated the 19th September 1893.

In continuation of my letter No. 10313 of this day's date, I have the honour to request that the Government will be pleased to move the Government of India to reconsider its order regarding the pay of the office of Director of Public Instruction. The Director in Madras has no less onerous duties to perform than his brother officers in Bengal and Bombay, and it is but fair that they should all be placed on the same status as regards emoluments. In Madres the Director has, since 1880, held the office of Commissioner for the Uncovenated Civil Service Examinations. The following are among the most important of the examinations under the control of the Commissioner. The number of candidates that presented themselves for each of the examinations during 1892-93 is noted against each examination, so as to convey some idea of the magnitude of the examinations—

(1) The Primary School Examination (26,993 under 29 Boards).
(2) The Lower Secondary Examination (5,633).
(3) The Upper Secondary Examination (73).
(4) The Government Technical Examinations (895).
(5) The Special Tests (6,115).

2. The work devolving on the Director, as Commissioner, in selecting Examiners or Boards of Examiners to conduct these and other examinations all through the year, the framing of rules for the conduct of these examinations, and the disposal of frequent references bearing on the same, has on an average taken about a sixth part of the time I am expected to devote to my office work; and in order that the work of the Director's office should not, in consequence, fall into arrears, I am compelled to sacrifice my leisure hours almost daily, and also many, I may say almost all, of the occasional holidays enjoyed by public offices. This is not my experience only; it was also that of Mr. Grigg. When the appointment was attached to the Directorship in 1880, it was a comparatively easy one, there being only two big examinations to control—the Middle School Examination and the Special Tests. In those days a quarter of an hour every two or three days was enough to devote to the office. How different it is now may be seen from the annual report recently submitted? Besides controlling these numerous and important examinations, the Commissioner has to deal with constant references made by Government, many of them being of a kind demanding much time and thought. Whatever it may have been at one time, the appointment is no longer a sinecure or of a merely honorary character. Such being the case, and considering the important part the Commissioner plays in connection with the public services, it appears to me but fair that the appointment should be duly recognized by attaching some remuneration to it as compensation for the personal sacrifices of time and strength undergone by the incumbent of the office. I do not know of any unpaid appointment under Government which involves so much work as the Commissionership. It was partly with a view to remove this anomaly, and partly to show to the public that the office of the Director of Public Instruction in Madras is as important and responsible as the corresponding appointment in the other presidencies, that the increased rate of salary was proposed by me. In framing the revised proposal for the reorganization of the Educational Department submitted in my letter No. 10313, I have omitted the appointment of the Director from the list as directed by the Government of India. It was suggested to me that I might propose to cut down the salaries and allowances in the European and Provincial Services so as to effect savings to meet the increased rate of pay proposed for the post of Director, but I felt that such a course would be to sacrifice the interests of the department to those of its head.

3. If the Government of India hesitate again with reference to the Secretary of State's Despatch communicated with G.O., dated 10th February 1891, No. 101, to recommend the increased scale of pay, I would request that a local allowance of R250 per mensem, or such sum as Government may think suitable, may be sanctioned for the appointment of Commissioner for the Uncovenated Civil Service Examinations. This allowance will be charged to the Commission, which may properly be called upon to bear the charge as an incidental item of expenditure connected with the examinations under the control of the Commissioner. The annual local allowance above suggested will be less than 5 per cent. of the amount of stipends disbursed to examiners.

4 In the event of sanction being refused both to the increase of pay and to the local allowance, Government might, perhaps, be willing to consider the propriety of relieving me of the heavy work and responsibility attaching to the Commissionership.

ORDER THEREON.

The following letter will be despatched to the Government of India.

2. The proposition statements seem to have been nearly a month in the Accountant-General's office: this is to be regretted, as the Government of India desired an early reply.

[Here enter No. 831, dated 13th November 1893, Educational.]

(True Extract.)

J. F. PRICE,
Chief Secretary to the Government of Madras.

Statement of Proposition for Revision of Establishment.

Order sanctioning present Establishment. Government of Department. No.	Date.	Office to which the proposition refers.	Nature of Charge. Present Scale. No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Total average cost.	Proposed Scale. No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Total average cost.
										Provincial Educational Service.				
					R	R	R	R a. p.			R	R	R	R
337 Edl., 542-Edl., 851 Judl.,	6th May 1891, 29th September 1887, 10th April 1888.	The Provincial Educational Service.	2	Assistant Inspectors . . .	400	10	500	$933\frac{1}{3}$ 0 0	A { 2	First class	...	...	700	1,400
			3	Ditto	300	10	400	1,100 0 0	A { 1	Second class	...	...	600	600
			4	Ditto	200	10	300	$1,066\frac{2}{3}$ 0 0	1	Third "	...	...	550	550
			3	Upper Subordinates, Scholastic Branch.	400	20	500	1,400 0 0	B 4	Fourth "	...	...	500	2,000
			5	Ditto	300	20	400	$1,833\frac{1}{3}$ 0 0	3	Fifth "			450	1,350
			(a)10	Ditto	200	20	300	$2,666\frac{2}{3}$ 0 0	4	Sixth "	...	...	400	1,600
			1	Assistant Superintendent, School of Arts.	400	...	400	400 0 0	4	Seventh "	...	...	350	1,400
			1	Vice-Principal, Rajahmundry Training College.	250	(b)	250	250 0 0	5	Eighth "	...	...	300	1,500
			1	Head Master, Calicut Training College.	200	...	200	200 0 0	5	Ninth "	...	...	250	1,250
			1	Deputy Superintendent, Reformatory School, Chingleput.	200	10	250	$233\frac{1}{3}$ 0 0	6	Tenth "	...	...	200	1,200
			31		...	...	...	$10,083\frac{1}{3}$ 0 0	32		...	...	...	10,850
				Grand Total, European and Provincial Educational Services.	...	...	...	29,933 5 4		With option .	...	...	...	29,200
										Without option .	...	...	...	$29,183\frac{1}{3}$
										A.—Graded List if continued.				
									1	First class	1,250	50	1,500	$1,416\frac{2}{3}$
									2	Second class	1,000	50	1,250	$2,333\frac{1}{2}$
									4	Third "	750	50	1,000	$3,666\frac{2}{3}$
									3	Fourth "	500	50	750	2,000
									3	Supernumeraries, fourth class .	500	50	750	2,000
									13					$11,416\frac{2}{3}$

Educational 94, 360, 609, 621, 716, 625, 728, 357 and 701.	30th March 1881, 18th May 1891, 4th October 1889, 26th August 1892, 13th November 1889, 2nd November 1888, 8th November 1890, 4th May 1892 and 4th November 1890.	The European Educational Service.		*Graded List.*						or				
										B.—European Service if substituted.				
			1	First class	1,250	50	1,500	1,416⅔ 0 0						
			2	Second class	1,000	50	1,250	2,333⅓ 0 0						
			4	Third "	750	50	1,000	3,666⅔ 0 0	10	Officers, European Educational Service.	500	50	1,000	8,333⅓
			(c)8	Fourth "	500	50	750	5,333⅓ 0 0		Two personal allowances	250	30	400	700
										Two ditto	150	10	200	366⅔
				Non-graded List.					3	Supernumeraries	500	50	750	2,000
			1	Principal, Law College	1,200	...	1,200	1,200 0 0	13					11,400
			1	Professor of Physics, Presidency College.	500	50	700	633⅓ 0 0						
										C.—European Service.—Non-graded List.				
			1	Principal, Teachers' College	600	50	1,000	866⅔ 0 0						
			(d)1	Principal, College of Agriculture	800	50	1,000	933⅓ 0 0	1	Principal, Law College	1,200	...	1,200	1,200
			1	Superintendent, School of Arts	500	50	1,000	833⅓ 0 0	4	Officers, European Educational Service.	500	50	1,000	3,333⅓
			1	Senior Inspectress of Girls' Schools	500	20	600	566⅔ 0 0	1	Senior Inspectress of Girls' Schools	500	20	600	566⅔
			1	Junior Inspectress of Girls' Schools	400	20	500	466⅔ 0 0	1	Junior Inspectress of Girls' Schools	450	10	500	483⅓
			1	Vice-Principal, Teachers' Agriculture	400	20	500	466⅔ 0 0	1	Vice-Principal, Teachers' College	400	20	500	466⅔
			(d)1	Vice-Principal, College of Agriculture.	500	25	750	666⅔ 0 0	1	Vice-Principal, College of Agriculture.	400	20	500	466⅔
			(e)1	Superintendent, Presidency Training School for Mistresses.	400	20	500	466⅔ 0 0	1	Superintendent, Presidency Training School for Mistresses.	350	10	450	416⅔
														6,933⅓
			25							A and C together	...	...	...	18,350
								19,850 0 0	23	B and C together	...	...	...	18,333⅓

A. Not to have effect until the supernumeraries in the European Educational Service are absorbed or choose to join the Provincial Educational Service.
B. Including two Professorships to be transferred from the graded list.
(a) The appointment of one of the Senior Assistant Professors, Presidency College, proposed to be abolished, has been included as the abolition has not yet been given effect to.
(b) The appointment of Vice-Principal, Training College, Rajahmundry, with emoluments R250 shown in the column "present scale," is the one shown in column "proposed scale" in the proposition statement submitted under this office endorsement No. A. D. S.—412, dated 17th October 1893.
(c) Three of the appointments are now held by Natives of India who receive ⅔rds of the pay of the Europeans.
(d) The pay under the old scale has been shown, as the new scale has not been given effect to.
(e) The pay of the appointment has been shown, although the present incumbent is drawing pay and allowances, R350, under contract.

To the Chief Secretary to the Government of Madras, Educational Department, through the Accountant-General, with reference to G.O. No. 1695, dated the 23rd September 1878, Financial Department.

MADRAS;
The 19th September 1893.

D. DUNCAN,
Director of Public Instruction.

M 2

No. 38. From G. C. WHITWORTH, Esq., Acting Secretary to the Government of Bombay, Educational Department, to the Secretary to the Government of India, Home Department,—No. 417, dated the 23rd February 1894.

I am directed to acknowledge the receipt of your letter No. 260, dated the 22nd of August 1893, conveying the views of the Government of India regarding the reorganization of the Educational Service, and calling for proposition statements and lists for the European Service and the Provincial Service.

2. In reply I am to forward herewith four Statements marked A, B, C, and D, and four lists numbered 1, 2, 3, and 4, with the following remarks.

European Service.

3. This Government had proposed that to an officer whose salary does not exceed R1,000 at the end of 20 years' service, a special allowance of R100 per mensem should be granted, and that the officer who was refused the allowance should be called upon to retire. The Government of India desire to substitute 15 for 20 years' service. This modification is in the interest of the Service and is accepted by His Excellency in Council. The alternative of retirement to an officer who is refused the allowance implies the grant of a proportionate pension, and a provision to secure this seems to be necessary. I am to suggest the point for the consideration of the Government of India.

4. A personal allowance of R250—50—500 was proposed by this Government for the senior Principal of a College, the remaining Principals being each allowed an allowance of R250, and for two Inspectors special salaries of R1,250—50—1,500 and R1,000—1,250 were proposed. The Government of India, however, would give two allowances of R250—50—500 for the senior Principal and the senior Inspector, and two of R200—10—250 for the remaining two Principals, it being open to Government to give one of these latter allowances to a deserving Inspector. In the opinion of the Governor in Council this modification of the proposal will cause grave inconvenience. It is quite impossible to compare the value of the respective services of an Inspector and of a Principal, their lines being quite distinct. The Secretary of State and the Government of India have reiterated the opinion, in which this Government has concurred, that it is but reasonable to give a personal allowance to a Principal, as his responsibilities are much greater than those of a Professor, and to give only R1,000 to an officer who has risen as high as Second Senior Inspector would act as a discouragement. Yet this would happen if the third Principal received the personal allowance. For these reasons and having regard to the fact that there will be a saving on the European list by the reorganization as indicated in the last paragraph of this letter, His Excellency in Council requests that an allowance of R200—10—250 (or of R50—50—250 according to the alternative proposal mentioned below) may be assigned for another Inspector,* which will make the number of these personal allowances five instead of four—three for Principals and two for Inspectors.

* In that case the salary of the second Inspector in the Statement A will be R1,033 (R800 + 233 personal allowance), or R950 (R800 + 150 personal allowance) if the alternative proposal about the rate of the allowance is adopted.

As regards the rate of the personal allowances for the two Junior Principals and the second Inspector the Governor in Council proposes as an alternative that the allowances should rise from R50 to R250 in five years by yearly increments of R50. This arrangement has the advantage of being more economical, while at the same time it will be a really sufficient inducement to the future incumbents of the offices and would work quite fairly to the existing incumbents. The Governor in Council therefore strongly recommends this alternative proposal for adoption. The possibility of an officer being appointed to a Principalship or Inspectorship after he has put in 15 years' service and earned the special allowance of R100 mentioned in paragraph 3 must not, however, be overlooked. In that case, if the alternative proposal above recommended were accepted, the officer would, under the terms of paragraph 9 of your letter under reply, be reduced from R1,100 (R1,000 pay + R100 special allowance) to R1,050. I am to suggest for favourable consideration that, in accordance with the principle of Article 171, of the Civil Service Regulations, the reduction should not be enforced, and that the officer should continue to draw R1,100 until the end of the second year of his charge, when he would begin to draw the third increment of R50.

5. As desired by the Government of India the appointment of Principal of the Sir Jamsetji Jijibhai School of Art has been placed on the European list (Statement A), and with regard to the salary of R1,050 entered against the appointment, I am to explain that it is made up of R800 pay plus R250 personal allowance to Mr. Griffiths, the present Principal of

the school, who also receives R100 per mensem as house-rent, which is paid back into the treasury for occupying the Government quarters built for the Principal. As regards the post of Vice-Principal of the school the Government of India, in paragraph 17 of your letter, considers that it should belong to the Provincial Service. I am, however, to point out that, looking to the circumstances of the School of Art and the want of duly qualified natives to fill the post, it will be some time before Government can dispense with an artist trained in the Western Schools of Art and with Western ideas as regards perspective, colour, and grouping. For these and other reasons the post of the Vice-Principal of the School has been for the present entered in the European list, and His Excellency in Council trusts that it may be allowed to stand there on the same salary as is received by the present Vice-Principal, who was recruited in England, *viz.*, R500—50—700.

6. The appointments of Lady Superintendent of the Poona Female Training College and the Ahmedabad Female Training College have been entered in the statement (A) of the European Service in accordance with the desire of the Government of India expressed in paragraph 17 of the letter under reply. I am, however, to invite attention to paragraph 10 of Mr. Lee-Warner's letter No. 1725, dated the 13th August 1892, and to express a hope that under the circumstances there explained, the Government of India will not insist on the appointments, especially that at Poona, being retained on the European list.

7. With regard to the Head Masterships of High Schools to be retained on the European list referred to in paragraph 13 of your letter, the Governor in Council is of opinion on reconsideration that the number, at first proposed by this Government, of European Head Masters to be recruited in England is too small. The Head Masters are to be eligible for vacancies among Inspectorships, and while there are three such Inspectorships on the European list, an European establishment of two Head Masters cannot possibly keep the Inspecting Department of three filled up regularly, and with such large central High Schools, as the Elphinstone, Karachi, Ahmedabad, Poona, and Belgaum, three European Head Masters are really required. In the Proposition Statement A three Head Masterships of High School have accordingly been entered on R500—50—750, and though for the sake of comparing the proposed cost with the present cost, the Elphinstone, Poona, and Belgaum High Schools have been named in the present scale of the statement and in list No. 1, it is not to be understood that the three European Head Masterships are always to be attached to those schools. While ordinarily the Head Masterships of the Elphinstone and the Poona or Ahmedabad High Schools will be held by Europeans, the Governor in Council would have the power to appoint the third European Head Master to any school where, in the opinion of Government, his services would be of most use.

8. With reference to paragraph 14 of your letter, it has been proposed that the officers in the third grade who may elect to accept the new terms should be allowed to count all their service above fifteen years in the Department as service entitling them to draw R1,100 per mensem (*i.e.*, R1,000 pay + R100 special allowance mentioned in paragraph 3 above). This appears to the Governor in Council to be a reasonable proposal, and I am to commend it to the Government of India for their favourable consideration.

9. Although no mention is made in your letter of the case of officers who have been engaged on short terms by the Secretary of State pending the reorganization of the Department, the Governor in Council assumes that the new terms will be extended to them in accordance with paragraph 8 of the Secretary of State's Despatch to the Government of India, No. 9, dated 28th January 1892. With regard to the appointment of Professor of Civil Engineering entered in the statement of European Service, I am to observe that the appointment will generally be held by a Public Works Department officer in accordance with the Secretary of State's decision in Despatch No. 17, dated 14th December 1893, on the terms mentioned in this Government letter No. 392, dated 20th February 1894, to the Government of India.

Provincial Service.

10. Turning now to the Provincial Service, I am first to deal with Class I. of that Service. In clause 2, paragraph 17, of their letter under reply, the Government of India express an opinion that fixed salaries are more appropriate for this branch of the Service than progressive ones. The proposal made in paragraph 9 of Mr. Lee-Warner's letter No. 1725, dated 13th August 1892, that the officers in Class I of the Provincial Service should receive progressive salaries, *i.e.*, a Provincial Professor and Inspector should get a salary of R350 rising in five years to R600 by yearly increments of R50, and a Provincial Lecturer should

be allowed R200 rising to R350 by yearly increments of R30, was put forward on the advice of the most senior members of the Bombay Educational Service, and was accepted by His Excellency the Governor in Council as affording inducements, by means of progressive salaries, which would encourage the recipients to put forth their best endeavours; but His Excellency in Council is bound to admit that it is very problematical whether that system or the one advocated by the Government of India will produce the better results. The scheme of fixed salaries recommended by the Government of India has the advantage of economy; and this Government, I am directed to say, also consider that it would be advantageous that the system of pay should be similar in the different Presidencies and Provinces. His Excellency in Council trusts that the scheme of progressive salaries will not be rejected without due consideration; but if the Government of India decide to adopt fixed salaries, he would not wish the Bombay system to be exceptional. I am therefore to submit two statements. The progessive salaries at first proposed by this Government and mentioned above have been for the present entered in the proposed scale of the proposition statement of Class I. of the Provincial Service herewith submitted and marked B. But if the Government of India are disposed to insist on fixed salaries, I am to submit an alternative statement marked C in which fixed salaries have been entered. It is of course understood that as in the case of European Service the rights of existing incumbents of offices shown in the Provincial Service list are to be preserved, and that they are not to suffer any loss by the reorganization.

11. As regards Class II. of the Provincial Service, the Government of India have asked that the distribution of appointments made in Bengal should be followed. If that is literally done, all Head Masters of High Schools and Deputy Educational Inspectors will be relegated to the subordinate service, which, having regard to the nature of their important duties or salaries, is in the opinion of the Governor in Council, undesirable. In Bengal inspecting officers immediately below Educational Inspectors are called Assistant and Joint Inspectors, and are included in the Provincial Service, while Deputy Inspectors and Sub-Inspectors who come below Assistant and Joint Inspectors are in the subordinate service. But in Bombay the nomenclature is different. The Deputy Educational Inspector is immediately below the Educational Inspector, and the officers below the Deputy are called First, Second, and Third Assistant Deputy Educational Inspectors. It would seem to be in accordance with the principle underlying the distribution in Bengal, and approved by the Government of India that the Bombay officers called Deputy Educational Inspectors should be included in the Provincial Service, while Assistant Deputy Educational Inspectors should belong to the subordinate service. If uniformity of nomenclature is considered important, the official designation of a Deputy Educational Inspector might become Assistant Inspector, and that of the Assistant Deputy become Deputy Inspector. For similar reasons Head Masters of High Schools should also be in the Provincial list as corresponding with the Bengal Head Masters of Collegiate Schools and Madrassas. Bearing in mind the principle laid down by the Government of India, it seems improper to relegate to the subordiate service an officer in such a responsible position as the Head Master of a High School in Bombay or a Deputy Educational Inspector in charge of a whole district, whose appointment is made by the Governor in Council while assigning a place in the superior service to the Head Master of a Madrassa or a Muhammadan Anglo-Vernacular School and Head Assistant to the Director of Public Instruction. For these reasons the Governor in Council is strongly of opinion that the Deputy Educational Inspectors and Head Masters of High Schools in Bombay, who are the backbone of the Department, should be included in Class II. of the Provincial Service (Statement D), in which they have accordingly been shown, and trust that having regard for these considerations the Government of India will consent to their being allowed to stand there.

12. The schools and the salaries entered in the proposed scale of the above mentioned proposition statement are, I am to explain, shown for the purpose of facilitating comparison as to total cost; but the salaries are not to be regarded as fixed and in each case unattachable; for, as European schoolmasters retire or as schools dwindle, reduction may be possible, while on the other hand increases may be necessary where schools attain a greater and established magnitude. His Excellency in Council takes leave to assume that promotions on vacancies arising in either of the two classes of the Provincial Service, need not as a matter of course, be always given to officers of that class, but the discretion of Government in this matter to select the best man available anywhere will remain unfettered as now.

13. With regard to the question of pay to be given to members of the Provincial Service when acting in posts ordinarily filled by officers on the European list, the Governor in Council,

while concurring in the proposal mentioned in paragraph 16 of your letter that such Provincial officers should receive an extra allowance of R100 per mensem, would suggest that it may not be substituted for the proposal made in paragraph 11 of Mr. Lee-Warner's letter of 13th August 1892, but that it may be offered as an alternative, so that a Provincial officer acting for a European officer may either draw an allowance on the pay of the Senior Provincial Professor or draw the extra R100, whichever is most advantageous to him.

14. Finally, as to the financial aspects of the scheme, it will be seen that the proposed mean cost of the 21* appointments entered in the European list, Statement A, amounts to R16,731 per mensem against the mean cost of R17,216† per mensem in the present scale, showing a saving of R485 per mensem, which will be reduced to R335, if the Government of India sanction the proposal made in paragraph 4 above to give a personal allowance of R50—50—250 to the Second Inspector. Again, if the proposal of this Government to give progressive salaries to officers in Class I. of the Provincial Service (Statement B) is accepted by the Government of India, the proposed mean cost of the 14 appointments—8 Professorships, 5 Lectureships, and 1 Inspectorship—included in that class will show an increase of R993 per mensem over the mean cost of those appointments in the present scale, against which may be set off the saving of R335 per mensem on the European list above mentioned and also the monthly saving of R150 in the proposed cost of Statement D. But if the Government of India decide on substituting fixed salaries for progressive ones, the proposed cost of Class I. of the Provincial Service will amount to R5,700, showing an increase of R150 over the present *actual* cost (R5,550) of those appointments, which is met by a corresponding saving referred to above in the proposed charge for 46 appointments in Class II. of the Provincial Service (Statement D). In that case the Governor in Council would propose to distribute the saving on the European list on receiving permission from the Government of India. On the whole if the proposals of this Government are accepted, there will be a net increase of R508 per mensem caused by the reorganization of the department, which, I am to observe, seeing that the proposals are drawn with the object of placing the Department on a footing which will enable it to meet the ever-increasing demands of the Presidency for a reasonable term of years, is inevitable. The proposition statements and the calculations have been verified by the Accountant-General.

* 3 Principalships of Colleges.
8 Professorships of Colleges.
3 Inspectorships.
3 Head Masterships of High Schools.
1 Principalship, School of Art.
1 Vice-Principalship, do.
2 Lady Superintendentships of Female Training Colleges.
—
21
—

† The present actual cost is R17,316 per mensem.

ACCOMPANIMENT TO THE LETTER TO THE GOVERNMENT OF INDIA, No. 417, DATED 23RD FEBRUARY 1894. No. 39.

LIST No. 1.

List of Appointments in the European Service.

Post.	Institutions.	Subject.	Remarks.
1. Principal	Elphinstone College	English and History.*	*These are the subjects taught by the present Principals. But they will not always be the same. The chairs in colleges which it is intended should be on the European list are shown in this list.
2. Do.	Deccan College	Logic and Moral Philosophy.*	
3. Do.	College of Science, Poona	Chemistry and Geology.*	
1. Professor	Elphinstone College	English Literature.	
2. Do.	Do.	Logic and Moral Philosophy.	
3. Do.	Do.	History and Political Economy.	
4. Do.	Do.	Mathematics.	
5. Do.	Deccan College	History and Political Economy.	
6. Do.	Do.	English Literature.	
7. Do.	College of Science	Engineering.	
8. Do.	Do.	Civil Engineering.	
3. Educational Inspectors.	Northern and Central Divisions and Sind.		

LIST No. 1—*continued.*

List of Appointments in the European Service—contd.

Post.	Institution.	Subject.	Remarks.
1. Principal . . .	Elphinstone High School.*	......	* These three Head Masterships will not always be attached to the schools named. While ordinarily the Head Masterships of the Elphinstone and the Poona or Ahmedabad High Schools will be held by Europeans, Government has reserved the power to appoint the third European Head Master to any school where, in the opinion of Government, his services would be of most use.
2. Head Master . .	Poona High School* .		
3. Do. . . .	Belgaum High School* .		
1. Principal . . .	Sir Jamsetjee Jijibhai School of Art and Decorative Artist and Architectural Sculptor.		
1. Vice-Principal . .	Sir Jamsetjee Jijibhai School of Art.		
1. Lady Superintendent .	Poona Female Training College.		
1. Ditto .	Mahalakshmi Female Training College, Ahmedabad.		
Total 21 Appointments.			

ACCOMPANIMENT TO THE LETTER TO THE GOVERNMENT OF INDIA, No. 417, DATED 23RD FEBRUARY 1894.

LIST No. 2.

List of Appointments in the Provincial Service, Class I.

Post.	Institution.	Subject.	Remarks.
1. Inspector of Schools .	Southern Division . .	......	
1. Professor . . .	Elphinstone College .	Oriental Languages.	
2. Do. . . .	Ditto . . .	Persian.	
3. Do. . . .	Ditto . . .	Biology.	
4. Do. . . .	Deccan College . .	Oriental Languages.	
5. Do. . . .	Ditto . . .	Mathematics.	
6. Do. . . .	College of Science . .	Botany and Agriculture.	
7. Do. . . .	Ditto . . .	Physics.	
8. Do. . . .	Ditto . . .	Optics and Astronomy and Curator of the Takhatsingji Observatory.	
1. Lecturer . . .	Elphinstone College .	Experimental Physics.	
2. Do. . . .	Deccan College . .	Physics.	
3. Do. . . .	Ditto . . .	Persian.	
4. Do. . . .	College of Science . .	Mathematics.	
5. Do. . . .	Ditto . . .	Engineering.	
14 Appointments.			

NOTE.—Promotions on vacancies arising in either of the two classes of Provincial Service will not, as a matter of course, be always given to officers of that class, but Government reserve to themselves the power as heretofore to select the best man available anywhere.

ACCOMPANIMENT TO THE LETTER TO THE GOVERNMENT OF INDIA, No. 417, DATED 23RD FEBRUARY 1894.

LIST No. 3.

List of Appointments in the Provincial Service, Class II.

1. Vice-Principal, Elphinstone High School.

1.	Head Master,	High School,	Ahmedabad.
2.	Do.	do.	Surat.
3.	Do.	do.	Dhárwár.
4.	Do.	do.	Karáchi.
5.	Do.	do.	Sátára.
6.	Do.	do.	Dhulia.
7.	Do.	do.	Násik.
8.	Do.	do.	Hyderabad.
9.	Do.	do.	Broach.
10.	Do.	do.	Ratnágiri.
11.	Do.	do.	Nadiád.
12.	Do.	do.	Shikárpur.
13.	Do.	do.	Thána.
14.	Do.	do.	Sholápur.
15.	Do.	do.	Kárwár.
16.	Do.	do.	Bijápur.
17.	Do.	Elphinstone Middle School.	

List of Appointments in the Provincial Service, Class II.—contd.

1.	Principal, Training College, Poona.		
2.	Do.	do.	Ahmedabad.
3.	Do.	do.	Dhárwár.
4.	Do.	do.	Hyderabad.
1.	Vice-Principal, Training College, Poona.		
1.	Head Assistant, Director of Public Instruction.		
1.	Deputy Educational Inspector, Karáchi.		
2.	Do.	do.	Poona.
3.	Do.	do.	Khándesh.
4.	Do.	do.	Surat.
5.	Do.	do.	Dhárwár.
6.	Do.	do.	Hyderabad.
7.	Do.	do.	Ahmednagar.
8.	Do.	do.	Sátára.
9.	Do.	do.	Ahmedabad.
10.	Do.	do.	Belgaum.
11.	Do.	do.	Shikárpur.
12.	Do.	do.	Bijápur.
13.	Do.	do.	Thána.
14.	Do.	do.	Násik.
15.	Do.	do.	Káira.
16.	Do.	do.	Panch Mahâls.
17.	Do.	do.	Ratnágiri.
18.	Do.	do.	Broach.
19.	Do.	do.	Kánara.
20.	Do.	do.	Koláha.
21.	Do.	do.	Sholápur.
1.	Superintendent, Mechanical Branch, College of Science.		

Total 46 Appointments.

NOTE.—Promotions on vacancies arising in either of the two classes of Provincial Service will not, as a matter of course, be always given to officers of that class, but Government reserve to themselves the power as heretofore to select the best men available anywhere.

ACCOMPANIMENT TO THE LETTER TO THE GOVERNMENT OF INDIA, No. 417, DATED 23RD FEBRUARY 1894.

LIST No. 4.

List of Unclassified Appointments, i.e., *those not placed on the European or Provincial List.*

The Director of Public Instruction.	
,, Principal, Rajkumar College.	
,, Vice-Principal, Rajkumar College.	
,, Government Professor of Law.	Government Law School, Bombay.
,, Ditto ditto.	Government Law School, Bombay.
,, Perry Professor of Jurisprudence.	Government Law School, Bombay.
,, Law Lecturer, Poona Class.	
,, Curator, Government Central Book Depôt, Bombay.	
,, Principal and Professor of Opthalmic Medicine and Surgery, Zoology and Comparative Anatomy.	Grant Medical College.*
,, Professor of Pathology and Morbid Anatomy and Curator of Pathological Museum.	Grant Medical College.*
,, Professor of Physiology, Histology and Hygiene.	Grant Medical College.*
,, ,, Chemistry and Medical Jurisprudence.	Grant Medical College.*
,, ,, Botany.	Grant Medical College.*
,, ,, Materia Medica.	Grant Medical College.*
,, ,, Medicine and Clinical Medicine and Therapeutics.	Grant Medical College.*
,, ,, Surgery and Clinical and Operative Surgery.	Grant Medical College.*
,, ,, Anatomy.	Grant Medical College.*
,, ,, Midwifery and Diseases of Women and Children.	Grant Medical College.*
,, Demonstrator of Anatomy.	Grant Medical College.*
,, Principal and Professor of Veterinary Science.	Bombay Veterinary College.*
,, Assistant Professor of Veterinary Science.	Bombay Veterinary College.*

* NOTE.—The appointments in the Grant Medical College and the Principalship of the Veterinary College are held by officers of the Medical Department and the Civil Veterinary Department, respectively.

A

EUROPEAN SERVICE.

Statement of Proposition for Revision of Establishment.

Order sanctioning present Establishment. Government of Department. No.	Date.	Office to which the proposition refers.	Nature of Charge. Present Scale. No.	Designation.	Pay.	Proposed Scale. No.	Designation.	Pay.	Proposition. Permanent. Increase per month. Amount.	Decrease per month. Amount.	Temporary. Increase per month. Period.	Amount.
					R a. p.			R a. p.	R a. p.	R a. p.		R a. p.
			1	Principal and Professor of English and History, Elphinstone College.	1,416 10 8 *1,250—50—1,500*	1	Principal	800 0 0	......	200 0 0		
							Personal allowance . . .	+416 10 8 *500—50—700 and then 750—50—1,000*				
							Ditto . . .	*250—50—500*				
			1	Principal and Professor of Logic and Moral Philosophy, Deccan College.	916 10 8 *750—50—1,000*	1	Principal	800 0 0	33 5 4	......		
							Personal allowance . . .	+150 0 0 *500—50—700 and then 750—50—1,000*				
							Ditto . . .	*50—50—250*				
			1	Principal and Professor of Chemistry and Geology, College of Science.	1,166 10 8 *1,000—50—1,250*	1	Principal	800 0 0	......	216 10 8		
							Personal allowance . . .	+150 0 0 *500—50—700 and then 750—50—1,000*				
							Ditto . . .	*50—50—250*				
		Service.	1	Professor of English Literature, Elphinstone College.	916 10 8 *750—50—1,000*	1	Professor	800 0 0 *500—50—700 and then 750—50—1,000*	......	116 10 8		

European	1	Professor of Logic and Moral Philosophy, Elphinstone College.	700 0 0	1	Ditto	800 0 0 *500—50—700* *and then* *750—50—1,000*	100 0 0	......
	1	Professor of History and Political Economy, Elphinstone College.	700 0 0	1	Ditto	800 0 0 *500—50—700* *and then* *750—50—1,000*	100 0 0	......
	1	Professor of Mathematics, Elphinstone College.	1,166 10 8 *1,000—50—1,250*	1	Ditto	800 0 0 *500—50—700* *and then* *750—50—1,000*	......	366 10 8
	1	Professor of History and Political Economy, Deccan College.	600 0 0	1	Ditto	800 0 0 *500—50—700* *and then* *750—50—1,000*	200 0 0	......
	1	Professor of English Literature, Deccan College.	916 10 8 *750—50—1,000*	1	Ditto	800 0 0 *500—50—700* *and then* *750—50—1,000*	......	116 10 0
	1	Professor of Engineering, College of Science.	600 0 0	1	Ditto	800 0 0 *500—50—700* *and then* *750—50—1,000*	200 0 0	......
	1	Professor of Civil Engineering, College of Science.	666 10 0 *500—50—750*	1	Ditto	800 0 0 *500—50—700* *and then* *750—50—1,000*	133 5 4	......
	1	Educational Inspector, Northern Division.	1,416 10 8 *1,250—50—1,500*	1	Educational Inspector . . .	800 0 0	......	200 0 0
					Personal allowance . . .	+416 10 8 *500—50—700* *and then* *750—50—1,000*		
					Ditto . . .	*250—50—500*		
	1	Educational Inspector, Central Division.	1,166 10 8 *1,000—50—1,250*	1	Educational Inspector . . .	800 0 0 *500—50—700* *and then* *750—50—1,000*	......	366 10 8

Statement of Proposition for Revision of Establishment.

Order sanctioning present Establishment. Government of Department. No.	Date.	Office to which the proposition refers.	Nature of Charge. Present Scale. No.	Designation.	Pay.	Proposed Scale. No.	Designation.	Pay.	Proposition. Permanent. Increase per month. Amount.	Decrease per month. Amount.	Temporary. Increase per month. Period.	Amount.
					R a p.			R a. p.	R a. p.	R a. p.		R a. p.
		European Service.	1	Educational Inspector, Sind . .	916 10 8 *750—50—1,000*	1	Educational Inspector . . .	800 0 0 *500—50—700 and then 750—50—1,000*	......	116 10 8		
			1	Principal, Elphinstone High School	700 0 0	1	Principal	666 0 0 *500—50—700*	......	34 0 0		
			1	Head Master, Poona High School .	500 0 0	1	Head Master	666 0 0 *500—50—750*	166 0 0	......		
			1	Head Master, Belgaum High School	350 0 0	1	Ditto	666 0 0 *500—50—750*	316 0 0	......		
			1	Principal, Sir J. J. School of Art .	*800 0 0	1	Principal, Sir J. J. School of Art .	*800 0 0	......	......		
				Personal allowance . . .	+250 0 0		Personal allowance . . .	+250 0 0				
			1	Vice-Principal, Sir J. J. School of Art.	600 0 0 *500—50—700*	1	Vice-Principal, Sir J. J. School of Art.	600 0 0 *500—50—700*	......	......		
			1	Lady Superintendent, High School for Native Girls and Poona Female Training College.	450 0 0 *350—30—500*	1	Lady Superintendent . . .	‡450 0 0 *350—30—500*	......	......		
			1	Lady Superintendent, Mahalaxami Female Training College, Ahmedabad.	†300 0 0	1	Ditto . . .	†300 0 0	......	......		
				Total .	17,216 10 8		Total .	16,731 5 4	1,248 10 0	1,734 0 0		
										Net decrease	is	485 5 4

* Exclusive of R100, house-rent, which is paid back into the Treasury for occupying Government quarters built for the Principal.
† Exclusive of R50 carriage allowance.
‡ It has been proposed to reduce the appointment in future to R350, the right of the present Incumbent being preserved.

G. C. WHITWORTH,
Acting Secretary to Government.

B

PROVINCIAL SERVICE, CLASS I.

Statement of Proposition for Revision of Establishment.

Order sanctioning present Establishment. Government of Department. No.	Date.	Office to which the proposition refers.	Nature of Charge. Present Scale. No.	Designation.	Pay.	Proposed Scale. No.	Designation.	Pay.	Proposition. Permanent. Increase per month. Amount.	Decrease per month. Amount.	Temporary. Increase per month. Period.	Amount.
					R a. p.			R a. p.	R a. p.	R a. p.		R a. p.
		Provincial Service.	1	Professor of Oriental Languages, Elphinstone College.	916 10 8 *750—50—1,000*	8	Professors on (*R350—50—600*) R516 each.	4,128 0 0				
			1	Professor of Oriental Languages, Deccan College.	500 0 0	5	Lecturers on (*R200—30—350*) R300 each.	1,500 0 0				
			1	Professor of Mathematics, Deccan College.	444 7 1 *333—33—500*	1	Inspector	516 0 0 *350—50—600*				
			1	Professor of Persian, Elphinstone College.	415 8 11 *300—25—500*							
			1	Professor of Biology, Elphinstone College.	266 10 8							
			1	Professor of Botany and Agriculture, College of Science.	400 0 0							
			1	First Master and Superintendent of Observatory, College of Science.	*400 0 0							
			1	Head Master, College of Science .	316 10 8 *250—20—350*							
			1	Educational Inspector . . .	444 7 1 *333—33—500*							
			1	Lecturer in Physics, Elphinstone College.	233 5 4 *200—10—250*							
			1	Lecturer in Physics, Deccan College Personal Allowance . . .	175 0 0 50 0 0 *100—20—200*							
			1	Lecturer in Persian, Deccan College	200 0 0							
			1	Mathematical Master, College of Science.	200 0 0							
			1	Second Master, College of Science .	187 8 0 *150—10—200*							
				Grand Total .	5,150 4 5		Grand Total .	6,144 0 0	993 11 7	Net increase.		

* Of this, R150 are paid from the Dakshina Grant.

G. C. WHITWORTH,

Acting Secretary to Government.

C

PROVINCIAL SERVICE, CLASS I.

Statement of Proposition for Revision of Establishment.

Order sanctioning present establishment. Government of Department.		Office to which the proposition refers.	Nature of Charge.						Proposition.			
			Present Scale.			Proposed Scale.			Permanent.		Temporary.	
									Increase per month.	Decrease per month.	Increase per month.	
No.	Date.		No.	Designation.	Pay.	No.	Designation.	Pay.	Amount.	Amount.	Period.	Amount.
					R a. p.			R a. p.	R a. p.	R a. p.		R a. p.
			1	Professor of Oriental Languages, Elphinstone College.	916 10 8 *750—50—1,000*	1	Professor	700 0 0				
						1	Ditto	600 0 0				
			1	Professor of Oriental Languages, Deccan College.	500 0 0	1	Ditto	500 0 0				
			1	Professor of Mathematics, Deccan College.	444 7 1 *333—33—500*	3	Professors at R400 each . .	1,200 0 0				
			1	Professor of Persian, Elphinstone College.	415 8 11 *300—25—500*	2	Do. at R350 ,, . .	700 0 0				
			1	Professor of Biology, Elphinstone College.	266 10 8	2	Lecturers at R330 ,, . .	600 0 0				
		Provincial Service.	1	Professor of Botany and Agriculture, College of Science.	400 0 0	2	Do. at R250 ,, . .	500 0 0				
			1	First Master and Superintendent of Observatory, College of Science.	*400 0 0	1	Lecturer at R200 ,, . .	200 0 0				
			1	Head Master, College of Science .	316 10 8 *250—20—350*	1	Educational Inspector . .	700 0 0				
			1	Educational Inspector . . .	444 7 1 *333—33—500*							
			1	Lecturer in Physics, Elphinstone College.	233 5 4 *200—10—250*							
			1	Lecturer in Physics, Deccan College	175 0 0							
				Personal Allowance . . .	50 0 0 *100—20—200*							
			1	Lecturer in Persian, Deccan College	200 0 0							
			1	Mathematical Master, College of Science.	200 0 0							
			1	Second Master, College of Science .	187 8 0 *150—10—200*							
				Grand Total .	5,150 4 5		Grand Total .	5,700 0 0	549 11 7			

* Of this, R150 are paid from Dakshina Fund.

G. C. WHITWORTH,
Acting Secretary to Government.

D

PROVINCIAL SERVICE, CLASS II.

Statement of Proposition for Revision of Establishment.

Order sanctioning present Establishment, Government of Department.		Office to which the proposition refers.	Nature of Charge.						Proposition.			
			Present Scale.			Proposed Scale.			Permanent.		Temporary.	
									Increase per month.	Decrease per month.	Increase per month.	
No.	Date.		No.	Designation.	Pay.	No.	Designation.	Pay.	Amount.	Amount.	Period.	Amount.
					R a. p.			*R a. p.*	*R a. p.*	*R a. p.*		*R a. p.*
		Provincial Service.	1	Head Master, High School, Ahmedabad.	500 0 0	1	Head Master, High School, Ahmedabad.	500 0 0				
			1	Do., Surat	400 0 0	1	Do., Surat	400 0 0				
			1	Do., Dharwar	350 0 0	1	Do., Dharwar	350 0 0				
			1	Do., Karachi	350 0 0	1	Do., Karachi	400 0 0				
			1	Do., Satara	300 0 0	1	Do., Satara	300 0 0				
			1	Do., Dhulia	250 0 0	1	Do., Dhulia	300 0 0				
			1	Do., Nasik	250 0 0	1	Do., Nasik	250 0 0				
			1	Do., Hyderabad	250 0 0	1	Do., Hyderabad	250 0 0				
			1	Do., Broach	250 0 0	1	Do., Broach	250 0 0				
			1	Do., Ratnagiri	200 0 0	1	Do., Ratnagiri	200 0 0				
			1	Do., Nariad	200 0 0	1	Do., Nariad	200 0 0				
			1	Do., Shikarpur	200 0 0	1	Do., Shikarpur	200 0 0				
			1	Do., Thana	200 0 0	1	Do., Thana	200 0 0				
			1	Do., Sholapur	200 0 0	1	Do., Sholapur	250 0 0				
			1	Do., Karwar	200 0 0	1	Do., Karwar	200 0 0				
			1	Do., Bijapur	150 0 0	1	Do., Bijapur	150 0 0				
			1	Do., Elphinstone Middle School.	200 0 0	1	Do., Elphinstone Middle School.	200 0 0				
			1	Vice-Principal, Elphinstone High School.	400 0 0	1	Vice-Principal, Elphinstone High School.	400 0 0				
			1	Principal, Training College, Poona	300 0 0	1	Principal, Training College, Poona	300 0 0				
			1	Do., Dharwar	300 0 0	1	Do., Dharwar	300 0 0				
			1	Do., Ahmedabad	300 0 0	1	Do., Ahmedabad	300 0 0				
			1	Do., Hyderabad	300 0 0	1	Do., Hyderabad	300 0 0				
			1	Vice-Principal, Training College, Poona.	200 0 0	1	Vice-Principal, Training College, Poona.	200 0 0				
			1	Head Assistant, Director of Public Instruction.	250 0 0	1	Head Assistant, Director of Public Instruction.	250 0 0				
				Carried over	...		Carried over	...				

Statement of Proposition for Revision of Establishment—contd.

Order sanctioning present Establishment. Government of Department. No.	Date.	Office to which the proposition refers.	Nature of Charge. Present Scale. No.	Designation.	Pay.	Proposed Scale. No.	Designation.	Pay.	Proposition. Permanent. Increase per month. Amount.	Decrease per month. Amount.	Temporary. Increase per month. Period.	Amount.
					R a. p.			R a. p.	R a. p.	R a. p.		R a. p.
				Brought forward .	...		Brought forward .	...				
		Provincial Service.	1	Deputy Educational Inspector, Karachi.	300 0 0	1	Deputy Educational Inspector, Karachi.	300 0 0				
			1	Do., Poona . .	250 0 0	1	Do., Poona . .	250 0 0				
			1	Do., Surat . .	250 0 0	1	Do., Surat . .	250 0 0				
			1	Do., Khandesh .	250 0 0	1	Do., Khandesh . .	250 0 0				
			1	Do., Dharwar . .	250 0 0	1	Do., Dharwar . .	250 0 0				
			1	Do., Hyderabad .	250 0 0	1	Do., Hyderabad . .	250 0 0				
			1	Do., Ahmednagar .	200 0 0	1	Do., Ahmednagar .	200 0 0				
			1	Do., Satara . .	200 0 0	1	Do., Satara . .	200 0 0				
			1	Do., Ahmedabad .	200 0 0	1	Do., Ahmedabad .	200 0 0				
			1	Do., Belgaum . .	200 0 0	1	Do., Belgaum . .	200 0 0				
			1	Do., Shikarpur . .	200 0 0	1	Do., Shikarpur . .	200 0 0				
			1	Do., Bijapur . .	175 0 0	1	Do., Bijapur . .	175 0 0				
			1	Do., Thana . .	175 0 0	1	Do., Thana . .	175 0 0				
			1	Do., Nasik . .	175 0 0	1	Do., Nasik . .	175 0 0				
			1	Do., Kaira . .	175 0 0	1	Do., Kaira . .	175 0 0				
			1	Do., Panch Mahals .	75* 0 0	1	Do., Panch Mahals .	75* 0 0				
			1	Do., Ratnagiri . .	175 0 0	1	Do., Ratnagiri . .	175 0 0				
			1	Do., Broach . .	150 0 0	1	Do., Broach . .	150 0 0				
			1	Do., Kanara . .	150 0 0	1	Do., Kanara . .	150 0 0				
			1	Do., Kolaba . .	150 0 0	1	Do., Kolaba . .	150 0 0				
			1	Do., Sholapur . .	150 0 0	1	Do., Sholapur . .	150 0 0				
			1	Superintendent, Mechanical Branch, College of Science.	300 0 0	1	Superintendent, Mechanical Branch, College of Science.	150 0 0	......	150 0 0		
				Grand Total .	10,900 0 0		Grand Total .	10,750 0 0	......	150 0 0	Net	decrease.

* Exclusive of R100 paid from the Rewa Kantha Fund.

G. C. WHITWORTH,
Acting Secretary to Government.

From C. E. BUCKLAND, Esq., Secretary to the Government of Bengal, General (Education) Department, to the Secretary to the Government of India, Home Department,—No. 717, dated the 28th February 1894. **No. 40.**

I am directed to acknowledge the receipt of your letter No. 261, dated the 22nd August 1893, on the subject of the reorganization of the Educational Services in India, and in reply to represent the views of the Lieutenant-Governor on the questions which still have to be settled in connection with the Superior and Provincial Educational Services in Bengal.

2. The points on which further observations are required will be made clearer by a statement of those regarding which His Honour concurs with the proposals of the Supreme Government. These are that the term "European Service" should be substituted for "Imperial Service;" that the three divisions of the Educational Department should in future be designated (I) the European Educational Service, (II) the Provincial Educational Service, and (III) the Subordinate Educational Service; that the recruits for the European Service should begin ordinarily on a rate of pay of R500—50—750 a month during their probationary period of five years, power being reserved to the Secretary of State to offer in special cases a fixed salary of R600 or more, not exceeding R700 a month; that they should receive R750 rising to R1,000 in their second period of five years, the maximum of R1,000 being attained at the end of ten years; that after fifteen years of approved service an additional special allowance of R100 a month should be given to those who do not receive one of the special personal or staff allowances mentioned below; that those who are not thought worthy of receiving this additional allowance of R100 a month may be called on to retire; that Government should have the right of making an officer retire at the end of five years' service if it is deemed to be in the public interest that he should so retire; and that personal or staff allowances of R200—10—250 and R250—50—500 should be given to officers holding certain posts.

3. It remains to consider, as concerning the future European Service, (*a*) the number of posts in the cadre, (*b*) the number of personal or staff allowances and the officers or classes of officers eligible for them.

4. With regard to the first of these questions, it was recommended in this Government's letter No. 1851, dated the 29th June 1892, that the Superior, *i.e.*, the European Service, should consist of 25 officers, comprising—

6 Principals of 6 Colleges;
13 Professors of 4 Colleges;
3 Inspectors of Schools; and
3 to fill vacancies caused by furlough or deputation.

In His Honour's opinion this list should be revised to some extent. The Cuttack College, which is of less importance than the others with which it was classed, might be omitted from the list of Colleges reserved for the European Service, leaving five Principals and five Colleges. The posts of the Director of Public Instruction, Assam, and of the Superintendent of the School of Art, Calcutta, should be added to the list, and the post of the Inspector of European Schools should be omitted.

After considering the views expressed by Sir Antony MacDonnell during his incumbency as Officiating Lieutenant-Governor, and those communicated by Sir Alfred Croft since his return from furlough, the Lieutenant-Governor proposes that there should be four Circle Inspectors of Schools for the eight Commissioners' divisions in Bengal (excluding Orissa), a Joint Inspector for Orissa, and eight Assistant Inspectors of Schools for the divisions under the four Circle Inspectors. Of these, two Inspectors should belong to the European Service, and the rest to the Provincial Service. The Inspector of European Schools should be appointed in England, not from among men who have taken high University degrees, but from among men who are thoroughly acquainted with the working and inspection of Board schools. He would be selected from a class less highly educated, and should belong to the Provincial Service. If these proposals are approved, the future European Service would consist of 25 officers as follows:—

	Principal.	Professors.	Total.
Presidency College	1	8	9
Sibpur "	1	2	3
Patna "	1	2	3
Dacca "	1	1	2
Calcutta Madrassa	1	...	1
Director of Public Instruction, Assam	...	...	1
Inspectors of Schools	...	...	2
Superintendent of Arts School, Calcutta	...	...	1
To fill vacancies caused by furlough or deputation	...	...	3
TOTAL	5	13	25

5. With reference to the grant of personal or staff allowances, I am to observe that the Superior Branch of the Service now contains 33 officers (including Mr. J. Willson in Assam), eight of whom are in the first and second classes. Bearing in mind the requisition that no officer should suffer by the reorganization scheme, and that it will be open to every one to accept the new scale of pay or to remain on the old scale, it seems clear that those officers now in class III of the Education Department who are drawing R1,000 or nearly that amount would adhere to the old scale if the number of the new personal or staff allowances is less than the number of posts in the first and second classes, or less than eight, but that the junior officers, in Class IV, would probably be ready to accept an immediate increase of pay as compensation for some diminished chance of rising ultimately to the higher classes. It is concluded then that eight of these allowances must be granted while the service consists of 33 officers or (roughly calculated) one personal or staff allowance to four appointments; but when the service comes down to 29 in number, the personal allowances may be reduced to seven, and when it comes down to 25 they may be further reduced to six. Two would always be on the higher scale of R250—50—500, and the rest on the lower scale of R200—10—250. Of these, one on the lower scale would always be allotted to the Director of Public Instruction in Assam and the rest, or five at present and three ultimately, would be given to officers serving in Bengal.

6. The manner in which these personal or staff allowances should be distributed has also to be determined. The Government of India propose that they should be allotted to Principals and Senior Inspectors of Schools; but Sir Alfred Croft desires to make them open also to the class of Professors at the Presidency College, in order to secure for that institution the picked officers of the Department; and he would further rule that all who come into these three categories should be eligible for the allowances, which would be given as a rule to the senior among these officers. On this system there would be 5 Principals, 8 Professors and 2 Inspectors, 15 in all, eligible for the personal allowances, which it is proposed to fix at 7 in Bengal at first, and gradually to decrease to 5. On the whole, His Honour is prepared to support this proposal. But if in other provinces it is decided to treat these allowances as staff allowances attached to certain offices, he would have no objection to such a scheme being extended to Bengal. In that case the two Inspectors, the Principals of the Presidency and Sibpur Colleges and the Calcutta Madrassa, and the two senior Professors of the Presidency College should be selected as recipients of the allowances. It would perhaps follow that these would be treated as local allowances in the sense of the Civil Service Regulations, drawn by the men actually holding the posts, and not taken away by officers on leave; but this would diminish the attractions of the new system to the officers now employed. It is requested that this Government may be favoured with a communication of the decision of the Government of India as to which of these two schemes is most consonant with the procedure to be adopted in all parts of India.

7. The proposition statement called for, showing the financial effect of the new scale of pay on the officers to be included in the European Service, is herewith submitted.* The appointment of the Director of Public Instruction has not been included in the statement in accordance with the orders contained in paragraph 13 of your letter under reply. I am to explain that in preparing this statement it is assumed that, as above proposed, the personal or staff allowances are to be eight in number, and are to be given to the eight senior officers, including the Director of Public Instruction, Assam, who now are in the first two classes of the Education Department. In the first class there will be no change, as the higher allowances of R250—50—500 agree with the old rate of pay of the officers in that class. The officers in the second class will be better off, as, instead of rising from R1,000 to R1,250 by annual increments of R50 a month, they will begin on R1,200 and rise to R1,250 by annual increments of R10 a month. As, however, all the officers except the last already draw R1,250, they will derive no advantage and suffer no loss from the change; but the last, Mr. Slater, will be at once raised to R1,200. In the third class, eight officers are already drawing R1,000 per mensem, the full pay under the new scheme, but they all have been over 15 years in the Education Department, so that they all will receive the extra allowance of R1,000. The ninth officer, Mr. MacDonell, will have served 15 years by the 7th May 1894, so his name may be added as a recipient of the new allowance. He and the next seven down to No. 23 (inclusive) in the list have served over ten years, so their pay will be raised to R100, except in the case of those numbered 19 and 23, whose salary is calculated at two-third rates—a rule which, it is presumed, will continue to hold good in their cases as well as in that of No. 27. The salaries

* Statement A.

of all the others will be increased except those of the three last in the list and No. 25, whose pay is determined by special orders* giving him an increment of R10 per annum. The general result is an increase of expenditure in pay from R29,396$\frac{2}{3}$ to R31,930, or R2,533$\frac{1}{3}$ per mensem, or R30,400 per annum.

* Secretary of State's Despatch No. 19, dated the 20th February 1890.

8. It seems to the Lieutenant-Governor very doubtful whether so large an increase as this can be borne by Provincial Revenues, or supposing that it is bearable, whether it is right to divert so large a sum to increasing the pay of so small a class of officers to the extent indicated. If the Government of India would assist the Provincial Revenues to the extent of half the amount, this Government would undertake to provide the remainder. If not, Sir Charles Elliott must, on financial grounds, decline to give the additional R100 to the nine officers at the top of the third grade. It might be given ultimately when equilibrium has been established, *i.e.*, when the pay of the combined European and Provincial Services no longer exceeds the present expenditure; or it might be refused to any one now in the Service, confining it to those who may be appointed hereafter on the understanding that they will receive it. This would diminish the increase to R1,633$\frac{1}{3}$ per mensem, or R19,600 per annum.

9. It may be argued that the service will be so quickly and steadily depleted by retirements that a saving will be effected in a very few years which will more than compensate for the temporary increase. From the calculation appended to statement A (of the European Service), it appears that the final cost of that service in Bengal will amount to R24,533$\frac{1}{3}$ a month. It should, however, be remembered that the reduction will be gradual, though at the outset it would be rapid, as it is calculated that five of the present staff will retire in the next two years, or by the end of March 1896. If their places are not filled up, a saving would be effected of five places at the bottom of the list, on R500 and R550, say $5 \times 525 \times 12 =$ R31,500. Grave inconvenience would, however, result if all recruitment were stopped until the number of officers came down to 25, as this event would, so far as can now be foreseen, occur in 1898, and, as the officers last appointed to the Department joined it in 1890, there would be an interval of about eight years between the last man now on the list and the next recruit. Probably it would be necessary to absorb every alternate vacancy and to fill up every other vacancy, and thus postpone the complete effect of the reduction until the fourteenth man to retire had left the Service—an event which may be expected to occur in 1905; or if 57 be taken as the average ordinary age of retirement, and if a smaller number of vacancies than one in two were filled up (five new men being appointed for 12 vacancies), the cadre would be reduced to 25 in 1902.

10. Turning now to the proposed Provincial Service, it is in the first place necessary to determine the boundary line between it and the Subordinate Service. With reference to the views expressed in the 5th paragraph of your letter, the Lieutenant-Governor proposes to prescribe two limits to the Provincial Service—(1) that no one belonging to it should draw less salary than R150 a month, and (2) that all holders of certain offices should be in it; and (3) besides these he would include certain officers temporarily in the list, for special reasons which will be explained further on. The officers to be placed on the cadre are:—

(1) Principals of Colleges (Sanskrit, Hooghly, Krishnagar, Rajshahi, Cuttack, Chittagong)		6
(2) Professors, Art Colleges—		
Presidency	7	
Sanskrit	4	
Dacca	6	
Patna	1	
Hooghly	4	
Krishnagar	5	
Rajshahi	5	
Cuttack	5	
Chittagong	1	
	—38	
(3) Professors, Civil Engineering College (Professors of Physics, Mathematics, Surveying and drawing, Head Master and Treacher of Engineering, Apprentice Department)		6
(4) Lady Principal and two Professors, Bethune College, and Head Mistress, Eden Female School		4
(5) Head Masters of Collegiate Schools (Hindu, Hare, Calcutta Madrassa, Sanskrit, Hooghly Collegiate, Hooghly Branch, Dacca, Patna, Rajshahi, Krisnagar Cuttack		11

(6) Head Masters of Training Schools (Calcutta, Hooghly, Dacca, Patna, Chittagong, Cuttack, and Rangpur)	7
(7) Superintendents of Madrassas at Dacca and Chittagong, Head Master, Murshidabad Nawab's Madrassa, and Head Maulvi, Calcutta Madrassa	4
(8) Head Master, Kurseong Boarding School	1
(9) Assistant Superintendent and Head Master, School of Arts	2
(10) Inspectors (including Orissa)	4
(11) Inspectress	1
(12) Assistant Inspectors	8
(13) Ditto of Muhammadan Education	2
(14) Personal Assistant to Director of Public Instruction	1
TOTAL	95
Reserved appointments (to be filled up as occasion arises by Graduates of English Universities)	6
TOTAL	101

N. B.—The number of Head Masters (item 5) will be reduced to 10 and the total number to 100 on the amalgamation of the Hindu and Hare Schools under one Head Master. On the other hand, as new schools are from time to time opened or new offices of this class created, it may be necessary to add to this number, and the Local Governments should have power to do this.

In this list the class of Professors (No. 2) includes most of those who have hitherto been variously styled Professors, Assistant Professors and Lecturers, and whom it is desirable to call in future by a common name, as being alike entitled to rank in the Provincial Service. Among them are some officers who are now drawing less than R150 a month, but who are in the present Class V which entitles them to rise to that salary by annual increments. On the other hand, there are a few officers doing work of a similar kind, but receiving salaries of R100 a month or less. These officers should, for the present, and until they become entitled to promotion, be styled Assistant Professors and included in the Subordinate Service.

11. In addition to the above, there are also a certain number of officers who should be held to belong to the Provincial Service on personal grounds, and not by virtue of their offices. They will be considered supernumerary to the cadre of the Provincial Service, and will either be transferred to posts in the cadre or retire in due course, their successors in the appointments they now occupy being graded in the Subordinate Service. The personal grounds have arisen in the following manner. The differences as regards the nature of the offices held, which are now to distinguish the Provincial from the Subordinate Service, were not contemplated when the graded list was established in 1878, nor have appointments and promotions been generally determined by the distinctions now established. Thus, Head Masters of zila schools have been appointed to collegiate schools or to training schools, and *vice versâ*, not always by a comparison of seniority and qualifications, but very often by a regard to departmental convenience, to the desire of particular officers for a transfer to another district or climate, and so on. Thus it happens, as in such circumstances it needs must have happened, that several Head Masters of zila schools are at least the equals, and sometimes the superiors, in point of seniority and other qualifications, of some of those who are now, as Head Masters of collegiate and training schools, to be placed in the Provincial List. Some, indeed, have within recent years been transferred from a higher (as it is now regarded) to a lower appointment, and thus find themselves in the Subordinate List as the result of what may be called an accident. The same thing is true as regards the office of the Director of Public Instruction. His Head and Second Assistants were transferred to the office at different times on their own grade pay from the Head Masterships of zila schools, in which offices they had been found to display business capacity and a good English style.

The names of the officers entitled to consideration on personal grounds are as follows :—

1. Hara Mohan Bhattacharjea, Deputy Inspector, Howrah (Class III, No. 8, in that class).
2. Charu Chandra Chatterjea, Deputy Inspector, Burdwan (III, 16).
3. Abdur Rahim, Deputy Inspector, Saran (III, 19).
4. Sarada Prasad Ganguli, Head Master, Arrah Zila School (III, 24).
5. Uma Kisor Roy, Deputy Inspector, Dacca (III, 25).
6. Khirod Chandra Rai Chaudhuri, M.A., Head Master, Chapra Zila School (III, 26)
7. Uma Prasad Day, Deputy Inspector, Midnapur (III, 29).

8. Ambika Charan Mukerjea, Head Master, Birbhum Zila School (IV, 2).
9. Tarapada Ghosal, M.A., Head Master, Bhagalpur Zila School (IV, 3).
10. Baikuntha Nath Roy, B.A., Second Master, Dacca Collegiate School (IV, 5).
11. Mati Lal Maitra, Deputy Inspector, 24-Parganas (IV, 6).
12. Bhuban Mohan Sen, B.A., Head Master, Faridpur Zila School (IV, 9).
13. Gour Mohan Basak, Head Master, Mymensingh (IV, 10).
14. Sripati Banerjea, Deputy Inspector, Hooghly (IV, 12).
15. Jagat Bandhu Bhadra, Head Master, Patna Zila School (IV, 13).
16. Kalinath Chaudhri, Deputy Inspector, Rajshahi (IV, 15).
17. Kunja Bihari Bose, M.A., B.L., Head Assistant to Director of Public Instruction (IV, 16).
18. Hara Nath Bhattacharjea, M.A., Second Master, Hare School (IV, 19).
19. Ram Prakash Lal, Deputy Inspector, Patna (IV, 23).
20. Hari Har Das, Deputy Inspector, Khulna (IV, 25).
21. Kumud Bandhu Bose, Deputy Inspector, Tippera (IV, 26).
22. Sasadhar Roy, Head Master, Bankura (IV, 29).
23. Mohim Chandra Chatterjea, B.A., Deputy Inspector, Noakhali (IV, 33).
24. Ram Sunder Basak, Deputy Inspector, Backergunge (IV, 34).
25. Ambika Charan Sarkar, Head Master, Murshidabad High School (IV, 35).
26. Syama Prosanna Roy, Head Master, Hazaribagh Zila School (IV, 36).
27. Akhay Kumar Mukerjea, Second Assistant to Director of Public Instruction (IV, 38).

12. The Lieutenant-Governor would earnestly request the Government of India to reconsider the decision communicated in the 15th paragraph of your letter on the subject of fixing R800 as the highest pay of the Provincial Service. It is the object of Government to attract to this Service men of very special qualifications, educated for the most part at English Universities, who are to replace an equal number of European officers now sent out by the Secretary of State. It is in the belief that Government can secure them that the new system is framed; and, if Government fails in that, its success is gravely imperilled. Sir Charles Elliott would therefore strongly urge the necessity of retaining the class of R800 a month, as this salary is attainable by executive officers of the Provincial Service, whose initial qualifications will generally be lower than those of the class of men whom it is desired to attract to the Education Department. It is doubtless probable that in the present financial difficulty, and until the cost of the European Service has been reduced considerably, it will not be possible to fill up all or any of the new classes now to be created; but not the less it is important that the class should be sanctioned and the prospect of promotion held out.

13. I am further to say that the Lieutenant-Governor has reconsidered the proposals made in paragraph 16 of my letter No. 267 T. G., dated 28th September 1891, as to the arrangement of the future classes of the Subordinate Service, and that he now wishes to substitute a fresh classification, finding that the difference of pay between two adjoining classes was inconveniently great, especially that between the R450 and the R600 class. He would prefer to propose that the pay of the classes should be conformable to that which is allotted to the different classes of Deputy Collectors down to R200, with one additional class at the bottom on R150:—

		R			R
Class	I	800	Class	VI	300
"	II	700	"	VII	250
"	III	600	"	VIII	200
"	IV	500	"	IX	150
"	V	400			

14. As regards the officiating allowance to be given to members of the Provincial Service when acting in the European Service, the Lieutenant-Governor approves the method suggested by the Government of Madras, namely, to give a special allowance of R100 a month to any Provincial Officers selected to act for any officer in the European Service.

15. In compliance with the request contained in paragraph 6 of your letter, I am to enclose a list* of all the appointments, *i.e.*, offices to be included in the Superior Educational Service, showing separately those assigned to (1) the European Service, (2) the Provincial Service. No appointments or offices will then remain unclassified.

* Statement B.

16. The proposition statement required for the Provincial Service cannot be submitted until the Government of India intimates its approval or otherwise of these proposals, since the number of officers to be assigned to each class must depend on the total strength of the Service, and that cannot be determined until the principles on which it is to be fixed are decided.

STATEMENT A.

No. 41. *Showing the Financial effect of the Proposed Scale of Pay for the European Service.*

NAME.	Present pay.	Proposed pay.	REMARKS.
CLASS I.	R	R	
1. C. A. Martin	1,500	1,500	
2. A. Ewbank	1,250	1,250	Rising to R1,500.
	2,750	2,750	
CLASS II.			
3. W. Griffiths	1,250	1,250	
4. A. Pedler	1,250	1,250	
5. F. J. Rowe	1,250	1,250	
J. Willson	...	...	
6. A. M. Nash	1,250	1,250	
7. J. S. Slater	1,050	1,200	Rising to R1,250.
	6,050	6,200	
CLASS III.			
8. Mahesa Chandra Nyayaratna	1,000	1,000 +	R100.
9. W. Booth	1,000	1,000 +	R100.
10. G. A. Stack	1,000	1,000 +	R100.
11. J. H. Gilliland	1,000	1,000 +	R100.
12. A. C. Edwards	1,000	1,000 +	R100.
13. J. Mann	1,000	1,000 +	R100.
14. Prasanna Kumar Roy	1,000	1,000 +	R100.
15. S. Robson	1,000	1,000 +	R100.
16. A. Macdonell	950	1,000 +	R100 from May 1894.
17. E. Mondy	950	1,000	
18. M. Prothero	850	1,000	
19. H. Percival	566⅔	666⅔	
20. A. F. Höernle	750	1,000	
21. S. C. Hill	750	1,000	
22. W. H. Jobbins	1,000	1,000	
23. Phani Bhusan Mukerjea	500	666⅔	
24. G. W. Küchler	750	900	
25. Radhika Prasana Mookerjea	580	580	
26. C. Little	750	900	
27. Jagadis Chandra Bose	500	566⅔	
28. C. R. Wilson	750	800	
29. W. V. Livingstone	750	800	
30. N. L. Hallward	800	800	
31. H. R. James	800	800	
32. B. Heaton	600	600	
	20,596⅔	22,080 +	R900 = R22,980.
GRAND TOTAL	29,396⅔	31,930	

The average cost of the Service when reduced to 25 officers, or 24 for Bengal only, may be estimated as follows :—

				R
Class I.—2	Officers on the higher scale		(R 1,250—R 50—R 1,500 = R 1,416⅔)	2,833⅓
„ II.—3*	„	on the lower „	(1,200—10—1,250 = 1,233⅓)	3,700
„ III.—5	„	on R1,100	....	5,500
5	„	on R1,000	....	5,000
9	„	on	(500—50—1,000 = 833⅓)	7,500
24				24,533⅓

* Excluding the Director of Public Instruction, Assam.

C. E. BUCKLAND,
Secretary.

STATEMENT B.

Proposed Cadres of the European and Provincial Services.

(1) THE EUROPEAN SERVICE.

5 Principals of Colleges.
13 Professors of Colleges.
1 Director of Public Instruction, Assam.
2 Inspectors of Schools.
1 Superintendent of Arts School, Calcutta.
3 Officers to supply vacancies.

25

(2) THE PRINCIPAL SERVICE.

(1) Principals of Colleges	6
(2) Professors of Arts Colleges . . .	38
(3) Professors of Civil Engineering College	6
(4) Lady Principal and Professors, Bethune College, and Head Mistrees, Eden Female School	4
(5) Head Masters of Collegiate Schools .	11
(6) Head Masters of Training Schools .	6
(7) Superintendents and Head Masters of Madrassas . . .	4
(8) Head Master of the Kurseong Boarding School	1
(9) Assistant Superintendent and Head Master, Arts School, Calcutta . .	2
(10) Inspectors of Schools, including Orissa and European Schools . . .	4
(11) Inspectress of Female Schools . .	1
(12) Assistant Inspectors of Schools . .	8
(13) Assistant Inspectors of Muhammadan Education	2
(14) Personal Assistant to the Director of Public Instruction	1
Reserved appointments . . .	6
TOTAL .	101
Admitted on personal grounds . .	27
TOTAL .	128

C. E. BUCKLAND,
Secretary.

From T. W. HOLDERNESS, Esq., Secretary to the Government of the North-Western Provinces and Oudh, Educational Department, to the Secretary to the Government of India, Home Department,—No. 581, dated the 25th October 1893. No. 42.

I am directed to reply to your letter No. 262, dated 22nd August, regarding the proposals of this Government for the reorganization of the Educational Service of these Provinces.

2. A proposition statement showing the financial effect of the reorganization has been prepared in accordance with the instructions of paragraph 2 of your letter. In the statement are shown those offices only which this Government has finally decided to recommend for inclusion in the Superior Educational Service. It appears unnecessary, and it would be a work of much labour, to include in the statement all the numerous offices which are classed in the Subordinate Service. The offices constituting the Superior Service have been subdivided, in accordance with paragraph 6 of your letter, into (1) those forming the European Service, (ii) those forming the Provincial Service. It has not been found necessary to place any offices in your proposed third category of "unclassified."

3. With regard to the question raised in paragraph 5 of your letter as to where the dividing line should be drawn between the Superior and the Subordinate Services, the only class of Educational posts in these Provinces respecting which the line of division is doubtful is that of Head Masters of zila schools. The "zilla" or "district" school is ordinarily a High School, teaching up to the Entrance Examination. The Head Masters of these schools are now with few or no exceptions graduates of a University. The pay is not local but personal, the grades being according to the scale shown in the margin. In practice, however, promotion has not been systematically given from the lowest to the highest grade, as in order to obtain thoroughly competent Head Masters for the five or six leading schools, the Director has frequently brought outsiders into the superior grades of R350 and R400. The Director has recommended that the Head Masterships of these two grades should be included in the Provincial Service, and as this is consonant with the present practice of officering

		R
4	Head Masters on	400
2	Ditto	350
2	Ditto	300
1	Ditto	250
9	Ditto	200
4	Ditto	150
7	Ditto	125
10	Ditto	100
1	Ditto	80
40		

these appointments the Lieutenant-Governor has accepted the proposal. Six Head Masterships on R350 and R400 are accordingly shown in the proposition statement. The effect of this classification, as regards Head Masters left in the Subordinate Service, will be that they will have no absolute claim to rise to the R350 or R400 grades: but they will be eligible for special promotion on grounds of individual fitness to those grades and consequently to the Provincial Service. If all the Head Masters are included in the Subordinate Service, the Director would be unable to make appointments to them from among the native Professoriate of the Government Colleges, as all the Professors are classed in the Provincial Service.

4. The rates of pay mentioned in paragraph 7 of your letter have been adopted in the "proposed scale" of the proposition statement for the Inspectors and Professors belonging to the European Service.

5. The Lieutenant-Governor accepts the proposals of paragraph 8 of your letter that an Educational Officer belonging to the European Service should be given a special allowance of R100 a month after 15 years' approved service; or, in case his service has not been good and the special allowance is refused on this ground, that he should be called upon to retire. Sir Charles Crosthwaite considers that a special stipulation in respect to compulsory retirement after 15 years' service may, in view of the smallness of the European Educational Service and the consequent necessity for maintaining it efficient at all times, be properly included in the terms offered to future candidates by the Secretary of State. It is understood that the personal allowance of R100 a month granted to an Educational Officer will cease on his obtaining one of the higher allowances mentioned in paragraph 9 of your letter.

6. The Lieutenant-Governor accepts the proposal of paragraph 9 that in these Provinces there should be three allowances—one of R250—50—500 a month, and two of R200—10—250 a month—available for Principals of Colleges and Circle Inspectors, to be distributed as the Government may think best. These have been included in the proposition statement.

7. The suggestion made in paragraph 10 of your letter that three Inspectorships should be entered in the European Service list and two in the Provincial Service list has been carefully considered by the Lieutenant-Governor. If the Educational Department in these Provinces were at the present time in a normal state, Sir Charles Crosthwaite would not object to adopt the suggestion, though he considers it open to question whether for the work of inspection, which requires knowledge of the vernaculars and of the Indian school-boy rather than high scholarship, experienced Head Masters of our high schools are not better fitted than inexperienced graduates sent out from an English University by the Secretary of State. But the present condition of the Department is such as to make the retention of three Inspectorships in the Provincial Service list very desirable. The present Inspectors in the Department are Mr. Boutflower, Mr. Dodd, Mr. Welby and Mr. Crosse, of whom the two former are in the graded service, and the two latter are Head Masters of High Schools who are officiating in the graded service pending the final reorganization of the Department. Mr. Welby and Mr. Crosse are efficient Inspectors, but their expectations will be sufficiently met if they are appointed to the Inspectorships assigned to the Provincial Service. A third officer who is similarly situated is Mr. Budden. His case was referred to the Government of India in my No. 3063, dated 23rd November 1892. If he fails to obtain appointment to the European Service on Mr. Dodd's approaching retirement, the third Inspectorship in the Provincial Service list will naturally fall to him: otherwise a native of the country will be appointed to it.

Three Provincial Inspectorships can thus be efficiently officered by the Local Government from its present educational staff. If, however, three are placed on the European list, it will be necessary to obtain at once one untried and inexperienced man from England, and a second possibly on Mr. Dodd's retirement, should Mr. Budden fail to get the vacant place. Were the Department normally constituted, it might be possible to transfer a Professor to an Inspectorship: but the present Professors are either too senior for the work, or else have just come to India.

For these reasons Sir Charles Crosthwaite prefers not to alter the proposals of his predecessor regarding the distribution of the Inspectorships between the two Services. As to the apprehended difficulty of selecting a Director of Public Instruction if the Inspectorships on the European list are reduced to two, Sir Charles Crosthwaite apprehends that most of the officers on the European list will pass some portion of their service as Inspectors, and will thus become eligible for the Directorship. In any case the appointment of a third Inspector on the European list would not open a much wider field of selection. In the case of there being no officer in the Department or in the Indian Civil Service fitted for the Directorship, the appointment of an able man from England would perhaps be possible.

8. The decision communicated in your paragraph 12 regarding Mr. Venis will be communicated to that officer when the Secretary of State's orders on the reorganization scheme have been received, and he will be asked to exercise the right of choice accorded to him by your letter. Messrs. Gough, Wright and Boutflower and Dr. Thibaut* will at the same time be informed of the option given to them in your paragraph under reference.

* Paragraph 4 of this Government's letter No. 2655, dated 15th September 1892.

9. The Lieutenant-Governor is willing to accept the Madras proposal mentioned in paragraph 14 of your letter that an officer of the Provincial Educational Service officiating for an officer of the European Educational Service should receive an extra allowance of R100 a month.

10. For the three Inspectors whom this Government has proposed to place on the Provincial Service list the rates of pay (R700, R600 and R500) mentioned in paragraph 15 of your letter have been adopted in the proposition statement.

Comparative Statement of the Present and Proposed Scale of the Superior Inspecting and Teaching Staff of the Educational Department, North-Western Provinces and Oudh.

PRESENT SCALE.

No.	Description.	Pay. Minimum per mensem.	Pay. Maximum per mensem.	Remarks.
		R	R	
1	First grade officer (Principal) (Graded Educational Service)	1,250	1,500	
4	Second grade officers (1 Principal, 1 Professor and two Inspectors) (Graded Educational Service)	4,000	5,000	
3	Third grade officers (1 Professor, 2 Inspectors) (Graded Educational Service)	2,250	3,000	A.
[4]	Fourth grade officers (1 Officiating Professor, three appointments vacant) (Graded Educational Service)	[2,000]	[3,000]	B.
4	Non-graded officers appointed in England by the Secretary of State on five years' engagements on R600 a month.	2,400	2,400	C.
1	Assistant Inspector	400	400	
5	Assistant Inspectors on R200—250	1,000	1,250	D.
2	" " " R150—250	300	500	D.
1	Assistant Inspector " R200—240	200	240	D.
1	Personal allowance to Pandit Lakshmi Shankar Misra	50	50	
1	Professor of Law, Queen's College, Benares (from the 1st July 1893).	200	250	
1	Professor of Science, Benares	200	250	
1	" Mathematics, Benares	200	250	
1	" Law, Allahabad	400	400	

PROPOSED SCALE.

No.	Description.	Pay. Minimum per mensem.	Pay. Maximum per mensem.
	A.—SUPERIOR SERVICE.	R	R
	I.—European Educational Service.		
2	Inspectors (R500—50—700 for first five years; R750—50—1,000 for second five years).	1,000	2,000
8	Professors and Principals, Government Colleges R500—50—700 for first five years; R750—50—1,000 for second five years).	4,000	8,000
1	Allowance of R250—50—500	250	500
2	Allowances of R200—10—250	400	500
7	Allowances of R100 per mensem each to remaining above officers after 15 years' service.	...	700
	II.—Provincial Service.		
1	Inspector	700	700
1	Ditto	600	600
1	Ditto	500	500
1	Assistant Inspector (R400)	400	400
3	Ditto Inspectors (R300)	900	900
4	Ditto ditto (R200)	800	800
1	Personal allowance to Pandit Lakshmi Shankar Misra	50	50

1	„ Sanskrit, Allahabad	300	300
1	„ Persian and Arabic, Allahabad	200	200
1	Mathematical Lecturer, Allahabad	200	200
1	Assistant Professor of English Literature, Allahabad . .	200	200
4	Head Masters of Zila Schools on R400	1,600	1,600
2	„ „ on R350	700	700
	TOTAL .	16,050	18,690
	Average .	17,810	

1	Professor of Law, Queen's College, Benares	200	250
1	Ditto Science, Benares	200	250
1	Ditto Mathematics, Benares	200	250
1	Ditto Law, Allahabad	400	400
1	Ditto Sanskrit, Allahabad	300	300
1	Ditto Arabic and Persian, Allahabad	200	200
1	Mathematical Lecturer, Allahabad	200	200
1	Assistant Professor of English Literature, Allahabad . .	200	200
4	Head Masters of Zila Schools (R400)	1,600	1,600
2	Ditto ditto (R350)	700	700
	TOTAL .	13,800	20,000
	Average .	17,933-5-4	

A.—At present one permanent appointment and two officiating appointments. The two officiating officers are Mr. Welby and Mr. Crosse, who do not belong to the graded service, and whom it is proposed to appoint to Inspectorships in the Provincial list.

B.—Reduced to one (Professor) by order noted under D below: and in point of fact all four are substantively vacant. The one officer shown as officiating in this grade as a Professor is in place of Mr. Venis, a third grade officer, on leave. The four appointments are therefore shown in brackets and excluded from the total.

C.—1. Professor of Mathematics, } Muir Central College, Allahabad.
2. „ Physical Science, }
3. „ History and Political Economy. }
4. „ English Literature, Queen's College, Benares.

D.—By India Office Despatch No. 8, dated 28th January 1892 (communicated by Home Department letter No. 127, dated 26th March 1892), the Secretary of State sanctioned—

	R	R
2 Assistant Inspectors on	400	800
3 „ „	300	900
4 „ „	200	800
Personal allowance to Pandit Lakshmi Shankar Misra	. . . .	50

In letter No. 2898, dated 28th October 1892, the Government, North-Western Provinces and Oudh, informed the Accountant-General that Lakshmi Shankar Misra might draw the pay of a 1st grade Assistant Inspector (R400) and the personal allowance of R50, but that it was not intended to promote the other Assistant Inspectors to the new scale at present, as fresh proposals had been submitted to the Government of India which would affect the grading.

Present scale verified.

S. C. CHUCKERBUTTY,
Chief Superintendent, Accountant-General's Office.

No. 44. From H. C. FANSHAWE, Esq., Offg. Chief Secretary to the Government of the Punjab, to the Secretary to the Government of India, Home Department,—No. 123, dated the 31st January 1894.

I am directed to reply to your letter No. 263, dated the 22nd August 1893, communicating certain decisions of the Government of India regarding the reorganization of the Educational Department, and requesting that the scheme recommended for the Punjab in Mr. Tupper's letter, No. 903-S. of the 17th October 1892, may be modified accordingly.

2. In paragraph 5 of your letter, the question of the dividing line between the Provincial and Subordinate Services is considered; and it is laid down that the distinction should rather depend on the nature of the offices held than on the pay. Other principles are also stated; the distribution of appointments adopted by the Government of Bengal is referred to as suitable; and the Punjab Government is requested to consider whether the list of Provincial Service appointments proposed for this Province does not require some modification, so as to bring it into agreement with the principles laid down.

On this I am to say that it does not appear to the Lieutenant-Governor that any change in the Provincial list already proposed is required. That list includes two Professors, two Inspectors of Schools, the Principal of the Central Training College, the Vice-Principal of the Mayo School of Industrial Art, the Head Master of the Central Model School, the Inspectress of Schools, six Assistant Inspectors, three Assistant Professors, the Assistant Superintendent of the Central Training College, and the Registrar, Educational Department, who, in matters of Vernacular literature, text-books, and such like, acts as Personal Assistant to the Director of Public Instruction, and is now in receipt of R250 a month. These appointments are very similar in kind to those included in the Bengal Provincial list, and are, it is believed, quite as select, all Head Masters but one—a very special case as Head of the Practising School attached to the Training Institutions in Lahore, and having to be recruited in England—and all Deputy Inspectors (called District Inspectors in the Punjab) being excluded.

3. In paragraph 6 of your letter you request that the Government of India may be furnished with a list of all the appointments in the Superior Educational Service in the Punjab, showing separately those (1) in the European Service, (2) in the Provincial Service, and (3) those not definitely placed in either, in order that the same Services in each Province may include the same classes of offices. It is understood that a statement according to the present classification is what is required; and I am to append to this letter a list in which the 8 appointments of the existing *Graded Service* are given under the first head, the 12 appointments of the present *Gazetted Subordinate Service*, under the second head, and the 6 *Superior Ungraded Appointments* as unclassified, under the third head. In the scheme already proposed by this Government, two of the Graded Service Appointments are to go down into the Provincial Service; one of the Superior Ungraded Appointments (the Principalship of the Mayo School of Industrial Art) is to go up into the European Service; and the remainder of the Superior Ungraded Appointment are to be absorbed in the Provincial Service.

4. On the financial side of the reorganization scheme, the Government of India have decided that a pay ordinarily beginning at R500 a month, and rising by annual increments to R1,000 at the end of ten years, is likely to secure officers of the quality required for the European Service, it being open to the Secretary of State to offer a higher initial pay up to a fixed R700, when the services of thoroughly competent men cannot be otherwise secured. But on the question whether higher pay than R1,000 should be open to Professors as such, or to other officers of the European Service who may not attain to offices carrying more than that pay, a definite decision has not yet been arrived at; and a further opinion of the Lieutenant-Governor is invited on the point. The proposal of the Punjab Government already made, that there should be one or more allowances of R250 a month in each Province for the officers referred to, is not approved; and it is considered that the number of allowances, whatever rates be fixed, should not be limited. A proposal of the Bombay Government is that, at the end of twenty years' approved service, an officer whose salary does not exceed R1,000 should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be required to retire. The Government of India approve of the principle of this proposal, but would substitute fifteen years' service for twenty as the period after which the allowance would be available, if the officer were not to be called upon to retire.

Regarding the allowance, Sir Dennis Fitzpatrick has no hesitation in preferring a service of fiteen years as that after which the allowance proposed should accrue; and he would recommend a further allowance of R100 a month at the end of twenty years' approved service, in order to keep the officers concerned—not many in number, but yet important parts of a comparatively small Service—from being discontented. If a definitely rapid rise

to R1,000 a month is necessary to secure an agency of the quality required for the first ten years of service, it appears to the Lieutenant-Governor that anything short of a further R200 during the remaining fifteen years would fail to satisfy those concerned, and would be likely to act injuriously on the whole Service. It has to be borne in mind, His Honour thinks, that the present Graded Service holds out the prospect of R1,250 a month to a Professor as such, as well as to other senior officers similarly situated; and the considerations which, at the present time, go to make anything short of this sufficient for the more select Service are not apparent to the Lieutenant-Governor. In the Punjab, there has been considerable discontent under the present system, owing to the limited prospects beyond the R1,000 grade; and, looking at all the circumstances, as well as at what is taking place in other departments, the time does not appear to be opportune for reducing the ultimate prospects of any of a class of officers, who are all expected to be men of high University distinction.

5. The proposal of the Bombay Government involves the compulsory retiring of an officer at the time when a special allowance becomes due, provided he be not considered deserving of the allowance; and it is requested by the Government of India that this point should be considered with reference to the suggestion of the Secretary of State, to reserve the right, in the terms of Educational Service, to retire an officer at any time after the probation period, should it be deemed in the public interest so to do. The views of the Lieutenant-Governor on requiring an officer to retire at any time, when that is in the public interest, are given at length in paragraph 5 of the letter No. 903-S., dated 17th October 1892, already quoted; and His Honour considers that a stipulation in the terms of agreement, as suggested by the Secretary of State, is desirable. The ground of compulsory retirement proposed by the Bombay Government, namely, that the officer should not, at a particular time, be considered deserving of enchanced pay, his immediately preceding service not having been approved, appears to Sir Dennis Fitzpatrick sound enough. It also seems to His Honour that there might be a distinct advantage in having to review, at fixed periods, the service of an educational officer in this light; but he would prefer to leave the stipulation in the agreement open, so as to be applicable not only to the occasions when a special allowance becomes due, but to any time during the service, when in the public interest, this should appear desirable.

6. The system of granting personal allowances to the Principals of Colleges and the Senior Inspectors of Schools, in addition to their pay of R1,000, is approved by the Government of India; and it is considered that two such allowances—one on R250—50—500, and one on R200—10—250—should be sufficient for the Punjab, with only seven appointments in all belonging to the European Service. A third allowance on R250 was recommended by the Punjab Government in the detailed proposals already made; but as the object in view will be sufficiently met by the special allowances proposed for all after fifteen or twenty years' approved service, independently of the offices held, the Lieutenant-Governor does not think it necessary to press the point. I am, however, to observe that the increment of R10 a year in the lower allowance does not seem of importance in dealing with a salary of R1,200, and that His Honour would prefer either a fixed R250, or, if the progressive character of the allowance must be retained, R0—50—250 to the allowance suggested. It may be noted that, as the higher allowance will ordinarily fall to one already in receipt of the lower, the increase will practically amount to R0—50—250, and that, if this rate were also adopted for the lower allowance, the two salaries would become the actual equivalents of the existing First and Second Grades, to which the Lieutenant-Governor sees no objection.

7. In the scheme recommended for the Provincial Service, the Punjab Government included one appointment on R800 and two on R650. It appears, however, that R700 is the highest pay contemplated by the Government of India for this Service; and the substitution of one appointment on R700 and two on R600 for the proposal made is suggested in your letter. The Lieutenant-Governor accepts the suggestion, but with some hesitation, as in diminishing the ultimate prospects of locally appointed Professors and Inspectors from R833⅓ a month (under the two-thirds regulation) to R700—which is the effect of the limit proposed —the change may be expected to effect somewhat seriously the quality of the men available for the same appointments.

8. In accordance with the decisions and suggestions of the Government of India above considered, it is now proposed that the European Educational Service in the Punjab should include the following seven appointments:—The Principalship of the Government College, Lahore; two Professorships in the same College; three Inspectorships of Schools, to be reduced to two as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications; and the Principalships of the Mayo School of

Industrial Art. The Provincial Service will comprise, for the present, the nineteen appointments enumerated in paragraph 2 of this letter. The whole classification is shown in detail in the second statement annexed to this letter.

9. As requested in paragraph 2 of your letter, a proposition statement is submitted herewith, from which it will be seen that the changes proposed involve, on the whole, an enhanced expenditure of R390-2-1 per mensem. The increase is due entirely to the improved terms to be offered to the reduced European Service, which, as a radical part of the reorganization measure, appears to the Lieutenant-Governor to be unavoidable. An endeavour has been made to effect some reduction in Provincial Service grades; but these are framed with such close reference to the requirements, that it has not been considered expedient to do more than change one of the previously proposed R250 grades into R200. The grade of R150 is still retained, on the ground, as explained in Mr. Tupper's letter, that efficient Assistant Professors are now available at that beginning figure. The average cost of the five junior appointments in the European Service has been calculated on the varying pay of the first fifteen years' service, as noted in the proposition statement. No account has been taken of the special allowances of R100 a month at the end of fifteen years' service, as these are not likely to exceed the personal allowances now given, and not included in the *Present Scale* statement. It may be explained that the immediate actual increase of expenditure, on the adoption of the scheme proposed, would not be considerable, as the higher grades in the Provincial Service would only be gradually made available; but the Lieutenant-Governor, whilst desiring that the scheme should be sanctioned, would request that the right be reserved to him of suspending its introduction, wholly or partially, till the financial condition of the Province shall have become favourable.

10. In order that no officer now in the Graded Service may suffer by the reorganization, the Government of India have decided that every officer now permanently in that service should be given the option of coming under the new scheme, or of continuing on the Graded List, and obtaining promotion as vacancies occur in it, on usual terms. In the Punjab, there are four such cases: Mr. T. C. Lewis, Senior Inspector of Schools, on R1,250, or at the top of the Second Grade, with at present no further prospect, apart from the Directorship, before him; Mr. W. Bell, Principal, Government College, Lahore, in the Second Grade, and now drawing R1,050; Mr. J. Harvey, Inspector of Schools, at the top of the Third Grade, and drawing R1,000; and Rai Bahadur Piyare Lal, Inspector of Schools, also at the top of the Third Grade, and drawing R666-10-8 under the two-thirds limit. It would manifestly be advantageous to all of these officers to accept the new terms. In the case of Rai Bahadur Piyare Lal, unless the two-thirds rule were to continue to hold for all to whom it was applicable in the Graded Service, the option given would raise his pay, at a leap, to the full R1,000.

11. As regards the pay to be given to an officer belonging to the Provincial Service, when acting in a vacancy in the European Service, the Lieutenant-Governor is of opinion that the salary on which officiating allowance should be calculated is that of the corresponding appointment in the Provincial Service, and not of the officer causing the vacancy. In the Punjab, it is proposed that the pay of a Provincial Professor or Inspector should begin at R400 and rise to R700, giving an average of R550 a month. This average, Sir Dennis Fitzpatrick considers, should be taken as the unit on which the officiating allowance should be calculated, and might also be made the maximum attainable by an officiating officer. As, however, the adoption of this maximum might result in an officiating officer having a higher pay than the permanent holder of a corresponding office, it would, His Honour thinks, be enough to make the minimum of the range the maximum pay of an officiating officer.

I.

No. 45. *Present Classification of Appointments in the Superior Education Service in the Punjab.*

Appointments.	Grades.	Salaries.
1.—EUROPEAN SERVICE—8 APPOINTMENTS.		
(*Present Graded Service.*)		
	II Class.	R a. p.
1. Inspector of Schools	R1,000—1,250	1,250 0 0
2. Principal, Government College	R1,000—1,250	1,050 0 0
	III Class.	
3. Inspector of Schools	R750—1,000	1,000 0 0
4. Ditto ditto	R750—1,000⅔	666 10 8

Present Classification of Appointments in the Superior Education Service in the Punjab—contd.

Appointments.	Grades.	Salaries.
1.—EUROPEAN SERVICE—8 APPOINTMENTS.—*contd.*		
(*Present Graded Service.*)—contd.		
	IV Class.	R a. p.
5. Professor, Government College	R500—750	600 0 0
6. Ditto ditto	R500—750	600 0 0
7. Ditto ditto	R500—750	500 0 0
8. Inspector of Schools	R500—750	400 0 0
2.—PROVINCIAL SERVICE—12 APPOINTMENTS.		
(*Present Gazetted Subordinate Service.*)		
1. Additional Inspector of Schools	Class rising from R200—350	350 0 0
2. Assistant Inspector of Schools		350 0 0
3. Assistant Professor, Government College		350 0 0
4. Ditto ditto ditto		300 0 0
5. Assistant Inspector of Schools		300 0 0
6. Assistant Professor, Government College		250 0 0
7. Assistant Inspector of Schools		250 0 0
8. Registrar, Education Department		250 0 0
9. Assistant Superintendent, Central Training College		225 0 0
10. Assistant Inspector of Schools		225 0 0
11. Ditto ditto		200 0 0
12. Ditto ditto		200 0 0
3.—UNCLASSIFIED SERVICE—6 APPOINTMENTS.		
(*Present Superior Ungraded Service.*)		
1. Principal, Mayo School of Industrial Art	R800	800 0 0
2. Professor of Natural Science, Government College	R500 R100 P. A.	600 0 0
3. Principal, Central Training College	R400—500	500 0 0
4. Vice-Principal, Mayo School of Art	R400—500	400 0 0
5. Head Master, Central Model School	R300—400	300 0 0
6. Inspectress of Schools	...	250 0 0

II.

Proposed Classification of Appointments in the Superior Education Department in the Punjab.

Appointments.	Grades.	Average Salaries.
1.—EUROPEAN SERVICE—7 APPOINTMENTS.		
		R a. p.
1. Senior Inspector of Schools	R1,000+250—50—500	1,416 10 8
2. Principal, Government College, Lahore	R1,000+200—10—250	1,233 5 4
3. Inspector of Schools	First five years R500—50—700 Second five years R750—50—950 Third five years R1,000	838 14 2
4. Ditto ditto		838 14 2
5. Professor, Government College, Lahore		838 14 2
6. Ditto ditto		838 14 2
7. Principal, Mayo School of Art, Lahore		838 14 2
2.—PROVINCIAL SERVICE—19 APPOINTMENTS.		
1. Professor, Government College, Lahore		700 0 0
2. Ditto ditto		600 0 0
3. Inspector of Schools		600 0 0
4. Ditto		500 0 0
5. Principal, Central Training College, Lahore		500 0 0
6. Vice-Principal, Mayo School of Art, Lahore		400 0 0
7. Head Master, Central Model School, Lahore		400 0 0
8. Inspectress of Female Schools		350 0 0
9. Assistant Inspector of Schools		350 0 0
10. Ditto ditto		300 0 0
11. Ditto ditto		300 0 0
12. Ditto ditto		250 0 0
13. Ditto ditto		250 0 0
14. Ditto ditto		250 0 0
15. Assistant Professor, Government College, Lahore		200 0 0
16. Ditto ditto ditto		200 0 0
17. Ditto ditto ditto		200 0 0
18. Assistant Superintendent, Central Training College, Lahore		150 0 0
19. Registrar, Education Department		150 0 0

Proposition Statement for the Revision of the Education Department in the Punjab.

Office to which the proposition belongs.	Present Scale. Authority.	Present Scale. Detail.		Proposed Scale.		Permanent. Increase per mensem.	Permanent. Decrease per mensem.	Temporary. Increase per mensem. Period.	Temporary. Increase per mensem. Amount.	Temporary. Decrease per mensem. Period.	Temporary. Decrease per mensem. Amount.	Ground of proposition.	Order of Government of India.
Punjab Education Department.		GRADED SERVICE.	R a. p.	EUROPEAN SERVICE.	R a. p.	R a. p.	R a. p.					As per accompanying letter, No. , dated	
	Government of India, Financial Department, Resolution No. 1831, dated 13th July, 1870, and Resolution No. 4218, dated 27th October 1875.	II Class—2 on R1,000—50—1,250 .	2,333 5 4	1 on R1,000 + Allowance 250—50—500.	1,416 10 8								
		III " —3 on R 750—50—1,000 .	2,750 0 0	1 on R1,000 + Allowance 200—10—250.	1,233 5 4								
		IV " —3 on R 500—50—750 .	2,000 0 0	5 on R861-1-9 as below, with an allowance of R100 at 15 years' service (*c*).	4,305 8 9								
		TOTAL .	7,083 5 4	TOTAL .	6,955 8 9	...	127 12 7						
		SUPERIOR UNGRADED SERVICE.		PROVINCIAL SERVICE.									
	Despatch No. 123, dated 19th November 1891, from Her Majesty's Secretary of State for India, copy received under Government of India, Home Department's No. 335, dated 29th December 1891.	Principal, Mayo School of Art, Lahore .	800 0 0	1 on R700	700 0 0								
		Professor, Natural Science, Government College, Lahore.	(*a*) 500 0 0	2 " 600	1,200 0 0								
		Principal, Central Training College, Lahore, R400—20—500.	466 10 8	2 " 500	1,000 0 0								
		Vice-Principal, Mayo School of Art, Lahore, R400.	(*b*) 500 0 0	2 " 400	800 0 0								
		Head Master, Central Model School, Lahore, R300—20—400.	366 10 8	2 " 350	700 0 0								
		Inspectress of Female Schools . .	250 0 0	2 " 300	600 0 0								
		TOTAL .	2,883 5 4	3 " 250	750 0 0								
		SUBORDINATE GAZETTED SERVICE.		3 " 200	600 0 0								
	Government of India, Home Department, No. 82, dated 8th April 1891.	3 on R350=R1,050 . . . . . 2 " 300= " 600 . . . . . 3 " 250= " 750 . . . . . 2 " 225= " 450 . . . . . 2 " 200= " 400	3,250 0 0	2 " 150	300 0 0								
		TOTAL .	6,133 5 4	TOTAL .	6,650 0 0	516 10 8	...						
		GRAND TOTAL .	13,216 10 8	GRAND TOTAL .	13,605 8 9	516 10 8	127 12 7						

Net Increase per mensem, R388—14—1 or R4,666-9-0 per annum.

Present scale verified.

LAHORE;
The 3rd November 1893.

CHUNI LAL,
Assistant Accountant-General, Punjab.

(*a*) The present incumbent draws a personal allowance of R100 per mensem, sanctioned in Despatch No. 93, dated 29th August 1889, of Her Majesty's Secretary of State for India.

(*b*) The maximum is dependent on passing in the Vernacular, which should be done within two years, and it has consequently been taken as the average pay of the appointment.

(*c*) These appointments will rise as below:—

			R a. p.
First five years	R500—50—750=mean		666 10 8
Second "	R750—50—1,000= "		916 10 8
Third "	R1,000 . . .		1,000 0 0
		Divided by 3	2,583 5 4
			861 1 9

No account is taken of the proposed allowance of R100 after 15 years' service—*vide* paragraph 9 of the letter.

From the Officiating Secretary to the Chief Commissioner of the Central Provinces, to the Secretary to the Government of India, Home Department,—No. 7375, dated the 9th October 1893. **No. 46.**

As desired in your letter No. 264, dated the 22nd August last, a Proposition Statement showing the financial effect of the scheme for the reorganization of the Educational Service in these Provinces, which was submitted with my letter No. 4978, dated the 21st July 1892, is herewith forwarded. In preparing this statement, effect has been given to the orders of the Government of India contained in your letter above quoted, that is to say—

(1) Deputy Inspectors of Schools have been transferred to the Subordinate Service (paragraph 5);

(2) the Superior Service has been divided into two branches—A.—European Educational Service, and B.—Provincial Educational Service (paragraph 4);

(3) the pay of Professors and Inspectors to be recruited in England has been fixed at R500—50—1,000 (paragraph 7);

(4) in the distribution of appointments between the two branches, two Inspectors are shown to be recruited in England and one in India (paragraph 10);

(5) the allowance to the Principal of the Jubbulpore College has been shown at R200—10—250 (paragraph 9);

(6) the proposed appointment of three Assistant Inspectors has been omitted (paragraph 14);

(7) the pay of the Provincial Service Inspector has been fixed at R500—40—700 (paragraph 14);

(8) the appointment of Principal of the Training School has not been included in either the European or the Provincial Service (*ibid.*).

2. The net increase in cost of the scheme as thus modified is R916-10-8 per mensem, or R11,000 per annum, but care has been taken to add no item to the cost of the Educational Establishment in these Provinces beyond those absolutely necessary charges which have been sanctioned by the Government of India in your letter under reply.

3. In compliance with the request made in paragraph 6 of your letter, a list of the appointments in the Superior Educational Service, classified according to the reorganization scheme now re-submitted, is appended.

4. In paragraph 8 of your letter the proposal is made that an increase of salary should be given to an Educational officer after 15 years' approved service, with the condition that, if the increase were refused to him, he should be called upon to retire. The Officiating Chief Commissioner has little knowledge of the terms on which good Educational Officers can be recruited in England, and the decision of the matter must be guided by experience. But he apprehends that few teachers of value will be found ready to give up their prospects in England if the terms of their engagement are not tolerably certain, and that adjustments, which may be useful for relief from bad bargains, may have the effect of disabling Government from getting any good ones. It appears to him to be expedient in the interests of recruitment that an officer who has passed successfully his period of probation, should be secure thereafter from capricious removal. The case will be very rare in which an officer, who has done well for five years, will fail in the fifteenth, unless his health gives way; but the possibility of being summarily retired from India at an age when connections in England have grown weak, on the pension of 15 years' service, would *primâ facie* be a serious deterrent, if recruitment is to be made among young men of promise.

As the Officiating Chief Commissioner understands Sir A. P. MacDonnell's letter of the 21st July 1892, what was then approved was compulsory retirement, if the probation was unsatisfactory. In this opinion Mr. Woodburn agrees, but he thinks this retirement should be enforced at the end of probation, not at other intermediate stages in an officer's ordinary service.

As regards salary, he considers 20 years to be too long a period without rise, and he would give the increase of R100 after 15 years' service.

5. With regard to the question raised in paragraph 13 of your letter,—as to the allowances of Provincial Service officers officiating for officers of the European Service,—I am to say that Mr. Woodburn prefers the alternative suggested by the Madras Government—to give a fixed additional allowance of R100 a month, as being simple and more satisfactory.

Statement of Proposition for Revision of Establishment of the Educational Department of the Central Provinces.

NOTE.—When a proposed change affects only a section of the Establishment, the number and cost of the other sections may be given in totals without details, Civil Account Code, Chapter 5, Article 57.

Order sanctioning present Establishment. Government of Department. No.	Date.	Office to which the Proposition refers.	Nature of Charge. Present Scale. No.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	Proposed Scale. No.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	Proposition. Permanent. Increase per month. Amount.	Decrease per month. Amount.
				A.—European Educational Service.												
					R	R	R	R a. p.			R	R	R	R a. p.	R a. p.	R a. p.
Secretary of State's No. 219. Government of India, Financial Department, No. 100.	24th June 1869. 13th January 1869.	...	1	Inspector General	1,250	50	1,500	1,416 10 8	1	Inspector General	1,250	50	1,500	1,416 10 8	...	...
Government of India, Financial Department No. 1220.	13th March 1890	...	1	Inspector	750	50	1,000	916 10 8	2	Inspectors at R500—50—1,000.	1,000	100	2,000	1,583 5 4	666 10 8	...
Secretary of State's No. 12	13th February 1890.	...	1	Do.	500	50	750	666 10 8	...	...	...	...	...	...	...	666 10 8
Secretary of State's No. 3530	17th September 1894.	...	1	Professor	500	50	750	66 10 8	2	Professors at R500—50—1,000.	1,000	100	2,000	1,583 5 4	916 10 8	...
										Allowance to one of the Professors as Principal of the Jubbulpore College.	200	10	250	233 5 4	233 5 4	...
Secretary of State's No. 1727	23rd June 1884	...	1	Do.	300	20	400	366 10 8	...	...	...	...	...	...	...	366 10 8
				TOTAL	3,300	220	4,400	4,033 5 4	5	...	3,450	260	5,750	4,816 10 8	1,816 10 8	1,033 5 4
				B.—Provincial Educational Service.												
Secretary of State's No. 12	13th February 1890.	...	1	Inspector	...	...	500	500 0 0	1	Inspector	500	40	700	633 5 4	133 5 4	...
Secretary of State's No. 1220	13th March 1890	...	1	Professor	200	10	250	233 5 4	1	Professor	200	10	250	233 5 4	...	...
Secretary of State's No. 1727	23rd June 1884	...	2	Professors at R150—10—200.	300	20	400	366 10 8	2	Professors at R150—10—200.	300	20	400	366 10 8	...	...
			4	TOTAL	500	30	1,150	1,100 0 0	4	...	1,000	70	1,350	1,233 5 4	133 5 4	...
			9	GRAND TOTAL	3,800	250	5,550	5,133 5 4	9	...	4,450	330	7,100	6,050 0 0	1,950 0 0	1,033 5 4
										Net Increase	...	...	...	...	916 10 8	...

LIST OF THE APPOINTMENTS IN THE SUPERIOR EDUCATIONAL SERVICE.

I.—THE EUROPEAN SERVICE.

1 Inspector General.

2 Inspectors.

2 Professors (one being the Principal of the Jubbulpore College).

II.—THE PROVINCIAL SERVICE.

1 Inspector.

3 Professors.

III.—UNCLASSIFIED APPOINTMENTS.

1 Principal of the Training School, Nagpur.

1 Lady Superintendent, Female Training School, Jubbulpore.

From J. P. HEWETT, Esq., C.I.E., Officiating Secretary to the Government of India, Home Department, to the Secretary to the Government of Bengal, General (Education) Department,—No. 210, dated the 18th August 1894. No. 48.

I am directed to acknowledge the receipt of your letter No. 717, dated the 28th February 1894, conveying the views of His Honour the Lieutenant-Governor on the questions which still have to be settled in connection with the Superior and Provincial Educational Services in Bengal, and in reply to communicate the following remarks:—

2. In paragraph 4 of your letter the proposal is made that there should be four Circle Inspectors of Schools for the eight Revenue Divisions in Bengal (excluding Orissa), a Joint Inspector for Orissa, and eight Assistant Inspectors of Schools for the Divisions under the four Circle Inspectors. With reference to this proposal, I am to invite attention to the declaration of the Government of India contained in paragraph 29 of Home Department Resolution No. $\frac{10}{309}$, dated 23rd October 1884, that, in proportion as the Department withdraws from pushing its own institutions, its machinery for inspection will require strengthening. This policy received the approval of the Secretary of State in the Despatch circulated in Mr. Mackenzie's letter No. $\frac{5}{168-77}$, dated 19th June 1885. The Governor General in Council is apprehensive that our system of inspection is not as efficient as it should be in controlling the ever increasing number of Aided Schools. I am to point out that in the North-Western Provinces and Oudh it is considered necessary to maintain a staff of five Inspectors, and, in view of the fact that 70 per cent. of the Aided Schools in India are in Bengal, the Governor General in Council is unable to consider that inspection can be efficiently carried out by four Circle Inspectors, with a Joint Inspector for Orissa, of whom only two would be Europeans. It appears to His Excellency in Council that two European Inspectors is an inadequate allowance for the Lower Provinces. It is gathered from your letter under reply that these two officers would be ordinarily employed in charge of circles, and doubtless the Patna and Dacca or Presidency Circle would usually require the services of an European Inspector. But the question of inspection was very fully considered in 1891 by the Governor General in Council, who then informed the Secretary of State that he was "in favour of maintaining such an European element in the Inspecting Staff as will enable us to test with unfailing accuracy, from time to time, how teaching is being conducted in each part of the country, and thus afford a corrective to the reports of the Native Agency." The Government of India fully adhere to this view, but believe that the maintenance of only two European Inspectors in the Lower Provinces is not consistent with it; while His Excellency in Council, having regard to the great extent of area and the density of the population to be dealt with, considers that, excluding Orissa, which would be in the charge of a Joint Inspector, there should be three Native Provincial Inspectors among whom the rest of the Province not controlled by European Inspectors should be divided. There would thus be three European Inspectors, three Native Inspectors, an Inspector (European) of European Schools and a Joint (Native) Inspector for Orissa. I am to request that the proposed strength of the Service may be accordingly revised.

3. The Inspector of European Schools should be recruited in Europe from the class suggested by Sir Charles Elliott; but it will be necessary, in accordance with the general principle that the place of recruitment for it is the factor which determines the service in

which a particular appointment is to be included, that he should be included in the European Service. Corrections should therefore be made, as above indicated, in the list of the European Service given in your letter.

4. The Government of India agree to the omission from the list of the Principal of the Cuttack College, and to the inclusion in it of the Director of Public Instruction in Assam and the Superintendent of the School of Art, Calcutta, subject, in the last instance, to the decision which may be come to on the general question of the future position of Superintendents of Schools of Art. It is recognized by the Governor General in Council that the above directions may cause some difficulty owing to an increase of expense; but the difficulty is not, in the opinion of His Excellency in Council, sufficient to counterbalance the advantages aimed at. In regard to the question of expense in general, it will probably be necessary to limit the increases of pay allowed to the European grades strictly to the amount that is saved by changes in the Provincial grades made on administrative grounds, and to refrain from increasing by them the total cost of the scheme.

5. The Governor General in Council observes that the Lieutenant-Governor agrees with the Government of India that there should be two personal allowances on the higher scale of R250—50—500. On the whole, the Government of India are of opinion that the number of allowances on the lower scale should be fixed at 4 (one of which would be held by the Director of Public Instruction in Assam), in order to avoid future changes in the system, and that the prospect should be accepted of a certain number of officers preferring to remain on the graded scheme. The Governor General in Council thinks it sufficient that the two senior Professors only at the Presidency Colleges should be eligible for the allowances. Principals and Inspectors of Schools should also be eligible and the allowances would be assigned to the senior (or most deserving) men, and should not be treated as staff allowances attached to certain offices. They would be held continuously by officers whether on duty or on leave, and not be given to those who may act for them when they are on leave or temporarily absent.

6. The Governor General in Council has, in view of the strong opinion held by Sir Charles Elliott on the subject, carefully considered the argument urged in paragraph 12 of your letter in favour of fixing R800 per mensem as the highest pay of the Provincial Educational Service. His Excellency in Council, however, regrets that he is unable to accept the view that the grant of this rate of pay to the Provincial Service in the Education Department can be justified on the ground that it will be attainable by Executive Officers in the Provincial Service. The scale of pay of the European Educational Service is not so high as that of the European Administrative Service, nor does it seem to the Government of India to be necessary that the scales of pay in the two Provincial Services should coincide. The duties of Educational Officers do not admit of clear comparison for responsiblity or importance with those of Executive or Judicial Officers, who besides have to acquire professional knowledge not required of Educational Officers; and the only test, which ought, in the opinion of the Government of India, to be applied, is whether the attractions of a service, the maximum pay of which is R700, will be sufficient to induce men of the requisite qualifications to join the Department. While the Governor General in Council is reluctant to disregard the advice of the Lieutenant-Governor in such a matter, His Excellency in Council does not consider that the maximum pay should be fixed in Bengal at a higher rate than has been adopted for other Provinces, and he is, therefore, unable to approve of fixing the highest pay of the Provincial Educational Service in Bengal at R800 per mensem. I am to ask, therefore, that the classification proposed in paragraph 13 of your letter may be revised in accordance with this decision.

7. The Government of India accept the opinion of the Lieutenant-Governor that the boundary line between the Provincial and Subordinate Service should be drawn so as to exclude from the former any one in receipt of a smaller salary than R150 a month. In paragraph 11 of your letter, however, it is recommended that a certain number of officers should be held to belong to the Provincial Service on personal grounds, and not by virtue of their offices, which will be included in the Subordinate Service. On this question I am to observe that the object in view is to formulate a system for the future, and to frame it independently of personal considerations. There are doubtless in all Provinces individuals, who on the grounds of personal merit might claim to be included in the Provincial Service. It is not desirable to admit them to the Provincial Service for this reason alone, but the Government of India would certainly be pressed to do so if they allowed the concession in Bengal. If the principle of admitting men to the Provincial Service on personal grounds is once generally admitted, it

will, in all probability, be frequently invoked in future, and constant difficulty will arise in resisting personal claims. The concession requested by the Government of Bengal has not been asked for by other Local Governments; and the Governor General in Council would prefer not to complicate the proposed reorganization by introducing the question of personal merit in addition to that of the office held. Should His Honour the Lieutenant-Governor, however, be still desirous to press for the admission of certain individuals to the Provincial Service, the Governor General in Council in deference to his wishes will be prepared to give further consideration to the recommendation; but His Excellency in Council would in that case desire that the list of names given in paragraph 11 of your letter should be considerably reduced by the omission from it of all but the most specially deserving officers.

8. It will be necessary, under the above orders, to make some slight alteration in the Proposition Statement (*A*) appended to your letter: and I am to ask that the Statement may be revised, and submitted after verification of the present scale by the Accounts Department. I am to point out that the two-thirds rule will not continue to apply under the comtemplated scheme, as surmised in your seventh paragraph. If the officers who now draw salary under that rule come into the contemplated scheme, they will belong to the Provincial and not to the European Service. Otherwise, they will remain "graded" under the two-thirds rule, and there will be no increase of expenditure on their account. This will doubtless be considered by the Bengal Government in connection with the possibility of giving the additional R100 per mensem to the officers at the top of the third grade. The Government of India are unable to promise any assistance from Imperial revenues: but they recognize that the increases proposed, after ten and after fifteen years' service, will involve more expenditure in Bengal than elsewhere: and they will endeavour to accept such arrangements as His Honour the Lieutenant-Governor may decide to be necessary for carrying out the principles of this letter, and for securing that the pay of the combined European and Provincial Services shall exceed by as little as possible the present expenditure.

9. I am to request that, with His Honour's permission, the Proposition Statement for the Provincial Service, referred to in paragraph 16 of your letter, may now be prepared without delay and be submitted after the necessary verification of the present scale.

From C. E. BUCKLAND, Esq., Secretary to the Government of Bengal, General (Education) Department, to the Secretary to the Government of India, Home Department,—No. 590T.—G., dated the 31st October 1894. No. 49.

I am directed to acknowledge the receipt of your letter No. 210, dated the 18th August 1894, communicating the observations and orders of His Excellency the Governor General in Council in regard to certain matters connected with the scheme for the reorganization of the Education Department, and to submit, for consideration, the accompanying copy of a letter, No. 1542T., dated the 11th October 1894, from the Director of Public Instruction, Bengal, with the following remarks.

2. The subject of the staff of Inspectors required for Bengal is discussed in the second paragraph of your letter, and a reference is made to the declaration of the Government of India in 1884 that, in proportion as the Department withdraws from pushing its own institutions, the machinery for inspection will require strengthening. I am to submit that in formulating the new scheme this point was not overlooked by this Government. When the Education Commission reported (paragraph 360 of their Report), there were five Inspectors, including the Inspector of European Schools, and five Assistant Inspectors, including the Joint-Inspector of Orissa. Under the reorganization scheme it has been proposed to maintain four Circle Inspectors and one Joint-Inspector, with eight Assistant Inspectors, besides the Inspector for European Schools and the two for Muhammadan Schools. It will thus be seen that the higher inspecting machinery in Bengal has increased from 10 to 16 officers, and the Lieutenant-Governor submits that this is sufficient. If, however, a change is insisted upon, it would be possible to distribute the eight Commissionerships (other than Orissa) among six Inspectors (three European and three Native), so long as it is not thought essential that there should be equality of duty and responsibility among them all. But Sir Charles Elliott is not convinced that there is any necessity for a numerical increase in the staff of Circle Inspectors (in addition to the Inspector of European Schools) from four to six, as he concurs with the Director of Public Instruction that the present arrangement of four Inspectors is working very satisfactorily, and the figures adduced by Sir Alfred Croft in paragraph 6 of his letter show that there are not more high and middle English Schools than these Circle Inspectors with the Joint and Assistant Inspectors can inspect properly, while at the same time keeping

a check on the inspection of Middle Vernacular schools by the Deputy Inspectors. As further proof that the work of inspecting is adequately performed, I am to invite attention to paragraph 24 of the Director of Public Instruction's report for 1893-94 (Chapter II, Controlling Agencies), which deals with the touring and inspection performed by the Circle Inspectors. In these circumstances, the Lieutenant-Governor would support the request of Sir Alfred Croft for a reconsideration of the orders of the Government of India.

3. In the next place, as regards the number of European Inspectors, the Lieutenant-Governor would submit that he was desirous of carrying out the views of the Education Commission (paragraph 369 of their Report) and of the Public Service Commission (paragraph 99 of their Report), that fewer Europeans and more Natives should be employed on inspection work. A reference is also solicited to paragraph 228 of the Finance Committee's Report on the Bengal Contract (page 298, volume I), which, however, goes rather farther, in proposing that all the inspecting officers should be Natives, than His Honour would now recommend. Having regard to the extent to which these views have been accepted by the Government of India in times past, Sir Charles Elliott would ask for a reconsideration of their present decision. I am to urge also that this is desirable on the ground of economy, as the general tendency of the changes under discussion is towards increase of expenditure, and this should, His Honour thinks, be avoided as far as possible. If, however, the Government of India does not attach weight to this argument, the Lieutenant-Governor would advocate the scheme of the Director of Public Instruction, that, of the four Circle Inspectors whom he proposes to maintain, three should be European and one Native; so that three-fourths of the schools in the eight Commissionerships (other than Orissa) shall come under European inspection.

4. The Lieutenant-Governor would also beg for a reconsideration of the decision of the Government of India, contained in paragraph 3 of your letter, that the Inspector of European Schools should be included in the European Service, as he will be recruited in Europe. To a gentleman of the class from which it is proposed to recruit, the salary attached to the higher grades is unnecessarily large. The present occupant of the post, Mr. Bamford, is not in the Superior branch, and a cheaper man than the Government of India's proposal will necessitate can, it is believed, be obtained without difficulty. The rule that because a man is recruited in England he must necessarily be in the Superior Service is a new one and is not followed in other Departments, *e.g.*, the State Railway Service. In this connection I am to refer to my letter No. 1550, dated the 30th April 1894, in which this Government applied for the selection in England of a teacher for the Sibpur Civil Engineering College, to teach drawing and physical science, who is to be on the new Provincial list.

5. As to paragraph 6 of your letter, the Lieutenant-Governor is reluctant to trouble the Government of India again in a matter which they have carefully dealt with; but Sir A. Croft's argument in paragraph 8 of his letter is so forcible that he feels constrained to lay the subject again before His Excellency in Council, and to say that, in his opinion, if the Government of India adhere to their refusal to agree to a grade with the pay of R800 for the Provincial Service, there will be a serious risk that the Bengal scheme of attracting the kind of English-trained Natives wanted will break down.

6. With regard to paragraph 7 of your letter, regarding the admission to the Provincial Service of distinguished and deserving officers in the Subordinate Service, Sir Charles Elliott hopes that the revised list of officers furnished in paragraph 9 of Sir Alfred Croft's letter will be accepted.

7. The Lieutenant-Governor regrets that he does not understand the meaning of the statement in paragraph 8 of your letter, that the two-thirds rule will not continue to apply under the contemplated scheme. He knows that no one in future will be appointed to the Superior Service to whom it applies; but it is not clear how the following officers, who are now on the list (Statement A appended to my letter No. 717, dated the 28th February 1894), are to be dealt with:—

No. 19, Mr. H. Percival.
No. 23, Phani Bhusan Mukerjea.
No. 25, Radhika Prasana Mukerjea.
No. 27, Jagadis Chandra Bose.

His Honour conceives that the rule will still apply to them, and that it is not intended that they should be transferred to the Provincial Service.

8. In conclusion, I am to say that the Proposition Statement showing the present and proposed strengths of the European and Provincial Services will be drawn up when the points discussed above are finally decided.

From Sir ALFRED CROFT, K.C.I.E., Director of Public Instruction, Bengal, to the Secretary to the Government of Bengal, General (Education) Department,—No. 1542-T., dated the 11th October 1894. No. 50.

I have the honour to acknowledge the receipt of your letter endorsement No. 97-T. G., dated the 5th ultimo, forwarding copy of a letter from the Officiating Secretary to the Government of India, No. 210, dated the 18th August, and requesting me to submit a revised scheme for the reorganisation of the Education Department in accordance with the orders therein contained, together with proposition statements, to be verified by the Accountant General, Bengal, showing the present and proposed strength of the European and Provincial Services.

2. In paragraph 2 of Mr. Hewett's letter, the opinion is expressed that a superior staff of two European and two Native Circle Inspectors, in addition to a Joint Inspector in Orissa, would not be sufficient for inspecting and controlling the ever increasing number of aided schools in Bengal; and that, excluding Orissa, the rest of the Province should be placed under a staff of three European and three Native Inspectors. It is accordingly requested that the proposed strength of the Service may be revised.

3. I regret that I find it no easy matter to distribute eight Commissioners' Divisions among six Circle Inspectors, so as to give something like the same amount of duty and responsibility to each. The difficulty that I feel will be made apparent by the following statement:—

DIVISION.	Area in square miles.	Population.	Number of districts.	Total schools.	Secondary schools.
1	2	3	4	5	6
Burdwan	13,915	7,688,818	6	11,294	480
Presidency (with Calcutta)	12,061	8,464,701	5 (*plus* Calcutta)	6,128	548
Rajshahi	17,351	8,019,187	7	3,806	254
Dacca	15,045	9,844,127	4	11,782	508
Chittagong	12,118	4,190,081	4 (including Chittagong Hill Tracts).	8,108	195
Patna	23,675	15,811,014	7	9,762	137
Bhagalpur	20,511	24,393,504	5	4,947	100
Chota Nagpur	26,966	4,628,792	5	2,372	69
Orissa (with Orissa Tributary Mahals).	24,240	3,634,381	4 (*plus* Orissa Tributary Mahals).	8,870	114

Area, population, number of districts (implying correspondence and other special relations with so many District Officers and District Boards), and total number of schools are certainly not factors to be neglected in making any such distribution. But having regard to the statement of the Government of India that the staff of superior inspecting officers should be in some measure proportionate to the number of aided schools, it appears to me that the distribution should be chiefly governed by the number of secondary schools in each Division. These are the schools to which the Inspector will have to devote most of his attention; and whether primary schools be few or many, they are in any case reckoned by the thousand, and Circle Inspectors can only see them by sample.

4. Taking secondary schools, therefore, as the basis of classification, I might suggest that the eight Divisions be distributed as below:—

INSPECTOR'S CIRCLE.	Area.	Population.	Districts.	Total schools.	Secondary schools.
1	2	3	4	5	6
1. Burdwan	13,915	7,688,818	6	11,294	480
2. Presidency with Calcutta	12,061	8,464,701	5	6,128	548
3. Dacca	15,045	9,844,127	4	11,782	508
4. Rajshahi	17,351	8,019,187	7	3,806	254
5. Patna and Bhagalpur	44,186	40,204,518	12	14,709	237
6. Chittagong and Chota Nagpur	39,084	8,818,873	9	10,480	264

The above is the best distribution that I can make; but it is clearly open to criticism. The number of secondary schools in the first three circles in the list is about double the

number in those of the second three; and again, the combination of Chittagong with Chota Nagpur is very far from obvious or convenient. But any other six-circle arrangement would probably be open to still graver objections.

5. I would, however, venture to suggest that the Government of India should be asked to reconsider its orders with regard to the increase of the number of circles to six. I would submit that the present arrangement of four circles is working very satisfactorily; and that it might possibly meet the wishes of the Government of India if that arrangement were maintained, on the condition that the number of European Inspectors be increased from two to three. There would thus be four Circle Inspectors, three European and one Native, each in charge of two Divisions, and in each Division an Assistant Inspector; while under either arrangement there would be a Joint Inspector for Orissa and an Inspector of European Schools. The existing four-circle arrangement is as follows:—

CIRCLE.	Area.	Population.	Districts.	Total schools.	Secondary schools.
1	2	3	4	5	6
1. Presidency and Chota Nagpur . . .	39,027	13,093,493	10	8,500	617
2. Burdwan and Rajshahi	31,266	15,708,005	13	15,100	734
3. Dacca and Chittagong	27,163	14,034,208	8	19,890	703
4. Patna and Bhagulpur	44,186	40,204,518	12	14,709	237

6. Apart from the fourth, or Bihar Circle, as to which it may be urged that its extensive area and population fully make up for the paucity of its secondary schools, and that the comparative backwardness of its population makes the employment of a separate Inspector very necessary,—apart from this, it will be seen that the distribution of secondary schools among the other three circles is very fairly level. If, however, it be objected that the number of secondary schools in the first three circles is too large for one Inspector to adequately supervise, even with the aid of two Assistant Inspectors, I would point out further that a large proportion of the secondary schools in each of these circles are middle vernacular. Deputy Inspectors are empowered and are fully competent to inspect all middle schools, whether vernacular or English; since the latter differ from the former only in the addition of English classes to the full vernacular course; and with regard to middle vernacular schools, at any rate, the chief duty of the Circle and Assistant Inspectors is to check the work of the Deputies by frequent sample. With regard to middle English schools, however, it may still be assumed that they are to be under the special supervision of Circle and Assistant Inspectors. The following figures show the distribution of high English, middle English, and middle vernacular schools among these three circles as now constituted:—

	High English.	Middle English.	Middle Vernacular.	TOTAL.
Presidency Circle—				
Presidency Division .	125	179	244	548
Chota Nagpur ditto .	7	32	30	69
TOTAL .	132	211	274	617
Rajshahi and Burdwan Circle—				
Burdwan Division .	84	221	175	480
Rajshahi ditto . .	21	95	138	254
TOTAL .	105	316	313	734
Eastern Circle—				
Dacca Division .	47	169	292	508
Chittagong ditto .	16	48	131	195
TOTAL .	63	217	423	703

Thus in the Presidency Circle there are 343 English Schools, in the Rajshahi and Burdwan Circle 421, and in the Eastern Circle 280, unaided as well as aided schools being included in these figures. I do not think it beyond the competence of three superior officers in each circle to supervise adequately that number of English schools, and still to leave a fair margin for the inspection of middle vernacular and primary schools as a check upon the work of Deputy and Sub-Inspectors.

7. It will not escape notice that if the four-circle system be maintained, with the condition that I have ventured to suggest, three-fourths of the districts in Bengal will come under European supervision, which is the object desired by the Government of India; while under the six-circle distribution, as proposed in the letter under report, only half the districts will have that advantage.

8. With regard to the objections expressed by the Government of India to fixing the maximum pay of the Provincial Service at R800, I beg permission to point out that this decision may possibly render it necessary to reconsider the proposed reduction of the European Service to a cadre of 25 officers, including the Director of Public Instruction in Assam; or of 27 officers, including the Inspector of European Schools and a third European Circle Inspector. The reduction of the strength of the European Service was based on the assumption that it would be possible to attract to the Department some eight or ten Indian graduates of English Universities, whose academical distinctions would justify their employment in the highest work of the Department. It has always appeared to me a matter open to some doubt whether, even with a final prospect of R800 a month, it would be possible to secure the required number of officers educated in Europe to a high University Standard. The difficulty will, I think, be very seriously increased by the present decision of the Government of India to fix the maximum salary at R700. A native of India will have very little inducement to go to an English University, and after receiving the highest possible training in literature or science, to accept an appointment in the Provincial Service, if his prospects in that Service are less favourable than he could have looked forward to had he remained all the time in India. If this doubt should prove to be well founded, it will probably be necessary hereafter to increase the strength of the European Service; and I venture to submit that point for the Lieutenant Governor's consideration.

9. With regard to paragraph 7 of Mr. Hewett's letter, I might perhaps point out that, in recommending certain officers for inclusion in the Provincial Service, though holding appointments which would not ordinarily qualify them for that service, it was not intended or desired to create a precedent for the future, but on the contrary to tide over an existing difficulty by means of arrangements which were in their nature temporary, and would necessarily come to an end in a few years. In accordance with the permission given at the close of that paragraph, I would now beg to propose that the following ten officers, who (with one exception) are the most distinguished and deserving of the 27 originally proposed, should be admitted to the Provincial Service. The excepted officer is Babu Sarat Chandra Das, C.I.E., on special duty as Tibetan Translator to Government on a salary of R300 a month, who is seconded in class IV of the Subordinate Educational Service, and who, though unintentionally omitted from the original list, certainly appears to deserve a place in it:—

1. Babu Saroda Prasad Ganguli, Head Master, Arrah Zilla School.
2. " Ambika Charan Mukherjea, Head Master, Birbhum Zilla School.
3. " Baikunthanath Roy, B.A., Second Master, Dacca Collegiate School.
4. " Mati Lal Maitra, Deputy Inspector of the 24-Parganas.
5. " Bhuban Mohan Sen, Head Master, Faridpur Zilla School.
6. " Sarat Chandra Das, C.I.E., on special duty.
7. " Jagat Bandhu Bhadra, Head Master, Pabna Zilla School.
8. " Kunja Bihari Bose, M.A., Head Assistant to the Director of Public Instruction.
9. " Haranath Bhattacharjea, M.A., Second Master, Hare School, Calcutta.
10. " Kumud Bandhu Bose, Deputy Inspector, Tippera (Officiating Assistant Inspector, Chittagong Division).

10. The proposition statements, showing the present and proposed strengths of the European and Provincial Services, will be submitted after verification by the Accountant-General, Bengal.

From J. P. Hewett, Esq., C.I.E., Offg. Secretary to the Government of India, Home Department, to the Secretary to the Government of Bengal, General (Education) Department,—No. 118, dated the 22nd February 1895. No. 51.

I am directed to reply to your letter No. 590 T.—G., dated the 31st October 1894, communicating the further remarks of the Government of Bengal regarding certain questions connected with the reorganization of the Educational Services in Bengal.

2. In paragraph 2 of Home Department letter No. 210, dated the 18th August 1894, the Government of India expressed the opinion that the superior inspecting staff should consist of

three European Inspectors, three Native Inspectors, an Inspector (European) of European Schools, and a Joint (Native) Inspector for Orissa. It is observed in your letter (paragraph 2) that, as compared with the staff exitisng when the Education Commission reported, the higher inspecting machinery in Bengal shows an increase, according to the reorganization scheme, from 10 to 16 officers (the total including eight Assistant Inspectors for the eight Revenue Divisions, excluding Orissa, and two Assistant Inspectors of Muhammadan Education). This ncrease the Lieutenant-Governor regards as sufficient, but if a change is insisted on, His Honour considers that it would be possible to distribute the eight Commissionerships, other than Orissa, among six Inspectors (three European and three Native), so long as it is not thought essential that there should be equality of duty and responsibility among them all. Sir Charles Elliott is not, however, convinced that there is any necessity for increasing the number of Circle Inspectors from four to six and paragraph 6 of the letter from the Director of Public Instruction, Bengal, dated the 11th October 1894, and paragraph 24 of his Report for 1893-94, are referred to as affording proof that the work of the inspecting staff is being adequately performed. In support of the Bengal Government's view that the number of European Inspectors should not be increased as contemplated by the Government of India, attention is called in your letter to the recommendations of the Education Commission (paragraph 369 of their Report) and the Public Service Commission (paragraph 99 of their Report), that fewer Europeans and more Natives should be employed on inspection work, and to the proposal in paragraph 228 of the Finance Committee's Report on the Bengal Contract, that all the inspecting officers should be Natives. An alternative proposal which has been made by Sir Alfred Croft is brought to notice, namely, that of the four Circle Inspectors three should be European and one Native.

3. The Government of India have, I am to say, carefully reconsidered the question with advertence to the remarks made by the Bengal Government. It seems, howeAer, to the Governor General in Council, judging from paragraph 24 of the Report on Public Instruction for 1893-94, that existing arrangements do not fully secure the thorough inspection of schools which His Excellency in Council regards as essential. Most of the Inspectors cannot visit all their districts in any single year, and a division is inspected fully every other year and incompletely in the intermediate year. In three out of the four Circles which the Government of Bengal propose to maintain, even if an Inspector's work were to be restricted to inspecting Secondary Schools, he would have to inspect on an average nearly two schools a day (Sundays included). If Sundays and authorized holidays are excluded, each of these three Inspectors would have to inspect more than two schools a day in order to examine all the schools within the year. But that would obviously be impossible even if no regard be paid to the distances to be travelled between the schools; and, moreover, an Inspector's work is not confined to the inspection of Secondary Schools. He is an administrator, he has office work, and it is necessary that he should keep himself informed of progress made in Collegiate and Primary Education. The Governor General in Council regrets that he cannot, in view of these considerations, regard the division of Bengal into four circles of inspection as an arrangement that is at all likely to provide sufficient officers for the work, and His Excellency in Council is constrained to adhere to the view that the future strength of the staff ought not to be reduced below that contemplated in paragraph 2 of the Home Department letter of 18th August last.

4. With regard to the European element in the inspecting staff, it is, as the Bengal Government points out, true that opinions were expressed by the Education and Public Service Commissions and the Finance Committee to the effect that fewer Europeans and more Natives should be employed on inspection work. But the Government of India were not entirely able to accept these views. It was with reference to the Education Commission's recommendation—that Native gentlemen of approved qualifications should be more commonly employed as Inspectors than had been the case before that time—that the Government of India declared their opinion (paragraph 29 of Home Department Resolution No. $\frac{10}{309}$, dated the 23rd October 1884) that "in proportion as the Department withdraws from pushing its own institutions, its machinery for inspection will require strengthening. A grant-in-aid system postulates a thorough inspection of all institutions brought under it." Again, in commenting (paragraph 5 of Despatch * from the Government of India, to the Secretary of State, No. 17 (Public) of the 25th March 1891) on paragraph 99 of the Public Service Commission's Report, the Government of India, after referring to the passage in the Resolution of the 23rd October 1884 which has just been quoted, added: "For this reason we are in favour of maintaining such a European element in the inspecting staff as will enable us to test with

* Copy forwarded to the Government of Bengal with Home Department letter No. 128, dated the 26th March 1892.

unfailing accuracy from time to time how teaching is being conducted in each part of the country, and thus afford a corrective to the reports of the native agency." In connection with the Finance Committee's note on the Bengal Educational Service, the Government of India (Home Department letter to the Government of Bengal, No. 539 of the 29th December 1888) placed on record that in their opinion the retention of a sufficient number of Europeans in these posts (Inspectorships) is essential; and again (Home Department letter No. 116 of the 28th February 1889) stated that, excluding the Inspector of European Schools, who should always be a European, two out of the remaining five Inspectors should certainly be Europeans, and a third should also be European, unless there was available a Native officer of "very exceptional qualifications" whom the Lieutenant-Governor might desire to appoint to the post. The opinion of the Government of India that there should, as a rule, be three European and two Native Inspectors, was communicated to the Secretary of State in a Despatch (No. 247) of the 17th August 1889.

5. These references show that the Government of India have consistently maintained that three at least of the Inspectors should be Europeans. The Governor General in Council regrets that he is not prepared to depart from this position, as it appears to His Excellency in Council that the transfer of inspection work to native agency and the reduction of that agency have been for the present at all events carried quite as far as is permissible. The operations of the Education Department in Bengal extend over an area of 165,930 square miles containing 73,043,697 inhabitants, and include the supervision of 67,217 schools, public and private, of which 2,463 are Secondary. The system of teaching in schools, the subjects taught, the books used, the discipline maintained, and the practices of masters and scholars, require close attention and supervision at the hands of superior officers of the Department. For the adequate performance of these duties it appears to the Governor General in Council that there should be at least three European and three Native Inspectors besides the Inspector of European Schools, the Joint Inspector of Orissa, and the Assistant Inspectors of Schools.

6. In paragraph 4 of your letter it is urged that to include the Inspectorship of European Schools in the European Service, as intended by the Government of India, will give the holder of the appointment needlessly high pay, and that the rule that because a man is recruited in England he must necessarily be in the Superior (or European) Service is a new one and is not followed in other Departments, *e.g.*, the State Railway Service. I am, with reference to this criticism, to point out that the principle that persons recruited in Europe should belong to one service and those recruited in India to another, was recommended by the Public Service Commission and approved by the Government of India and Secretary of State. The fact that the Inspector of European Schools will be recruited in Europe does not necessarily involve the grant to him of the higher rate of pay that will be admissible to the majority of Professors and Inspectors appointed in England. But the fact that he will be recruited in England necessitates his being included in the European Service, in accordance with the principle explained in paragraph 4 of Home Department letter No. 261, dated the 22nd August 1893. The Inspectorship of European Schools, for which a specific pay is provided, should, therefore, be included, like the Superintendentship of the School of Art, to which reference is made in paragraph 15 of the letter just quoted, in the European list. The Teachership of Drawing and Physical Science in the Sibpur College, which is cited in your letter of 31st October, does not I am to explain, furnish an instance to the contrary. The Government of India have, I am to say, with reference to your letter No. 1550 of the 30th April 1894, in forwarding the application to the Secretary of State, said that the appointment of Professor at the Civil Engineering College, Sibpur, will be for the present a specific one, not belonging to either the Superior (European) Service, the Provincial Service, or the Subordinate Educational Service, and they at the same time added that if the appointment should hereafter be brought under the new Educational scheme, and if the service of the gentleman selected was continued beyond the term of five years, he would be placed, as regards subsequent service, in the European branch of the Department.

7. The Governor General in Council has given renewed attention to the recommendation of the Lieutenant-Governor that the maximum pay of the Provincial Educational Service should be fixed at R800 a month. His Excellency in Council, however, regrets that he is unable to recommend to the Secretary of State that the maximum pay in Bengal should be fixed higher than in other Provinces.

8. With reference to paragraph 6 of your letter, I am to say that the Government of India accept the revised list* of officers who are to be included on personal grounds in the Provincial Educational Service.

* Contained in paragraph 9 of letter from the Director of Public Instruction, Bengal, No. 1542-T., dated the 11th October 1894.

9. In paragraph 7 of your letter inquiry is made as to how the officers named in the margin, who are now on the list, are to be dealt with. They will not, I am to say, be transferred to the Provincial Service (unless they wish it), but they are ineligible for the European Educational Service. Their present position will therefore remain unaltered unless they wish to join the Provincial Service. The existing Graded Service is not to be abolished at once; it will gradually die out when officers like those referred to above and others who by choice (paragraph 12 of Home Department letter of 22nd August 1893) continue in the Graded Service, retire from the Department.

No. 19, Mr. H. Percival.
No. 23, Phani Bhusan Mukerjea.
No. 25, Radhika Prossana Mukerjea.
No. 27, Jagadis Chandra Bose.

10. In conclusion I am to ask that the proposition statement showing the present and proposed strength and cost of the European and Provincial Services, framed in accordance with the above decisions, may be submitted at a very early date.

No. 52. From J. P. HEWETT, Esq., C.I.E., Offg. Secretary to the Government of India, Home Department, to the Chief Secretary to the Government of Madras,—No. 356, dated the 8th October 1895.

With reference to your letter No. 831, dated 13th November 1893, I am directed to state, for the information of the Government of Madras, that the Secretary of State has suggested that the question should be considered whether, in the scheme for the future organization of Educational Services, provision should be made for the case of officers of the Provincial Service whom it may be desirable to promote to the Imperial list. It appears from the Madras Civil List, corrected up to 1st July 1895, that Mr. C. C. Flanagan, an Assistant Inspector of Schools, is at present sub. *pro tem.* Inspector of Schools, Southern Circle, in Class IV of the Graded Service. I am to enquire whether His Excellency the Governor in Council is of opinion that Mr. Flanagan, or any other officer not of the Graded List, should be admitted permanently into the European Educational Service on its constitution, and, if so, to request that the grounds upon which His Excellency in Council would recommend their admission, and the terms upon which it should, in his opinion, be carried out, may be stated for the consideration of the Government of India.

No. 53. From J. P. HEWETT, Esq., C.I.E., Offg. Secretary to the Government of India, Home Department, to the Secretary to the Government of Bombay, Educational Department,—No. 357, dated the 8th October 1895.

With reference to your letter No. 417, dated the 23rd February 1894, I am directed to state, for the information of the Government of Bombay, that the Secretary of State has suggested that the question should be considered whether, in the scheme for the future organization of the Educational Services, provision should be made for the case of officers of the Provincial Service whom it may be desirable to promote to the Imperial list. The Secretary of State seems to refer to such cases as that of Mr. Oliver [*vide* Sir H. Fowler's Despatch to the Government of Bombay, No. 5, Public (Educational), dated the 26th June 1895]. It appears from the Bombay Civil List, corrected up to 1st July 1895, that Mr. H. M. Page, Head Master of the College of Science, Poona, is acting in Class IV of the Graded Service as Professor of Chemistry and Geology in the College. I am to enquire whether His Excellency the Governor in Council is of opinion that Mr. Page, or any other officer not of the Graded List should be admitted permanently into the European Educational Service on its constitution, and, if so, torequest that the grounds upon which His Excellency in Council would recommend their admission, and the terms upon which it should, in his opinion, be carried out, may be stated for the consideration of the Government of India.

No. 54. From J. P. HEWETT, Esq., C.I.E., Offg. Secretary to the Government of India, Home Department, to the Secretary to the Government of Bengal, General (Education) Department,— No. 358, dated the 8th October 1895.

I am directed to state, for the information of the Government of Bengal, that the Secretary of State has suggested that the question should be considered whether, in the scheme for the future organization of the Educational Services, provision should be made for the case of officers of the Provincial Service whom it may be desirable to promote to the Imperial list. It appears from the Bengal Civil List, corrected up to 1st July 1895, that—

(1) Mr. W. Billing, whose permanent post is in Class II of the Subordinate Educational Service, and

(2) Mr. R. W. F. Shaw, who holds an appointment "not within the classified list,"

are officiating in Class IV of the Graded Service. I am to enquire whether His Honour the Lieutenant-Governor is of opinion that these two officers (or any other officer not of the Graded List), should be admitted permanently into the European Educational Service on its constitution, and, if so, to request that the grounds upon which His Honour would recommend their admission, and the terms upon which it should, in his opinion, be carried out, may be stated for the consideration of the Goverment of India.

From J. P. HEWETT, Esq., C.I.E., Offg. Secretary to the Government of India, Home Department, to the Secretary to the Government of the North-Western Provinces and Oudh, Educational Department,—No. 359, dated the 8th October 1895. No. 55.

I am directed to invite a reference to the correspondence ending with Home Department etter No. 101, dated the 4th March 1892, in which it was said that the Government of India would have no objection, if His Honour the Lieutenant-Governor and Chief Commissioner desired it, to Mr. C. E. Welby, then Head Master of the Zilla School at Moradabad, officiating in the Graded Educational Service until a decision should be arrived at by the Government of India and the Secretary of State on the question of the future recruitment for that service. This question is now under consideration, and I am accordingly to enquire whether it is still considered that Mr. Welby should be admitted permanently into the European Educational Service on its constitution, and, if so, on what terms His Honour would recommend his admission.

2. I am to take the opportunity to state, for the information of the North-Western Provinces and Oudh Government, that the Secretary of State has suggested that the question should be considered whether, in the scheme for the future organization of the Educational Services, provision should be made for the case of officers of the Provincial Service whom it may be desirable to promote to the Imperial list. It appears from the North-Western Provinces and Oudh Civil List, corrected up to 1st July 1895, that Mr. Marlborough Crosse, whose substantive post is that of an Assistant Inspector of Schools, is officiating in Class III of the Graded Service. I am, therefore, to ask whether His Honour the Lieutenant-Governor and Chief Commissioner would recommend that Mr. Crosse (or any other officer not of the Graded List) should be admitted permanently into the European Educational Service, and if so, that the grounds upon which His Honour would recommend their admission, and the terms upon which it should, in his opinion, be carried out, may be stated for the consideration of the Government of India.

From J. P. HEWETT, Esq., C.I.E., Offg. Secretary to the Government of India, Home Department, to the Secretary to the Government of the Punjab, Home (Education) Department,—No. 360, dated the 8th October 1895. No. 56.

With reference to your letter No. 123, dated 31st January 1894, I am directed to state, for the information of the Government of the Punjab, that the Secretary of State has suggested that the question should be considered whether, in the scheme for the future organization of the Educational Services, provision should be made for the case of officers of the Provincial Service whom it may be desirable to promote to the Imperial list. It appears from the Punjab Civil List, corrected up to 1st July 1895, that Mr. F. H. Cope, who holds substantively one of the "Superior Ungraded Appointments," is sub. *pro tem*. Inspector of Schools, Lahore Circle, in Class IV of the Graded Service. I am to enquire whether His Honour the Lieutenant-Governor is of opinion that Mr. Cope, or any other officer not of the Graded List, should be admitted permanently into the European Educational Service on its constitution, and, if so, to request that the grounds upon which His Honour would recommend their admission, and the terms upon which it should, in his opinion, be carried out, may be stated for the consideration of the Government of India.

From J. P. HEWETT, Esq., C.I.E., Offg. Secretary to the Government of India, Home Department, to the Chief Commissioner of the Central Provinces,—No. 361, dated the 8th October 1895. No. 57.

With reference to your letter No. 7375, dated 9th October 1893, I am directed to state, for your information, that the Secretary of State has suggested that the question should be considered whether, in the scheme for the future organization of the Educational Services, provision should be made for the case of officers of the Provincial Service whom it may be desirable to promote to the Imperial list. It appears from the Civil List for the Central Provinces, corrected up to 1st July 1895, that Mr. A. P. Mitchell, a non-graded Inspector of

Schools, is officiating as an Inspector in Class III of the Graded Service. I am to enquire whether you are of opinion that Mr. Mitchell, or any other officer not of the Graded List, should be admitted permanently into the European Educational Service on its constitution and, if so, to request that the grounds upon which you would recommend their admission, and the terms upon which it should, in your opinion, be carried out, may be stated for the consideration of the Government of India.

No. 58. From the Honourable Mr. J. F. PRICE, C.S.I., Chief Secretary to the Government of Madras, to the Secretary to the Government of India, Home Department,—No. 651, dated the 2nd August 1895.

I am directed to forward herewith copy of a letter from the Director of Public Instruction, Madras, in which he recommends the immediate admission of Mrs. Brander and Miss Carr, Inspectresses of Schools in this Presidency, to the favourable leave rules contained in Chapter XIII of the Civil Service Regulations. I am to invite attention to my letter No. 556, dated 25th July 1892, in which the reasons for this proposal are fully set out, and to Mr. Luson's letter No. 278, dated 25th August 1892, which stated in reply thereto that the Government of India had decided to await the receipt of the Madras Government's reply to Home Department letter No. 129, dated the 26th March 1892, regarding the future constitution of the Educational Department in the Madras Presidency before addressing the Secretary of State. With reference to Mrs. Brander and Miss Carr, I am to point out that the proposals of the Madras Government with regard to the reorganization of the Educational Department were submitted to the Government of India with my letter No. 831, dated 13th November 1893, and that the further postponement of the grant of the concession solicited is to be deprecated on the ground that it may possibly result in injury to the health of one at least of the two Inspectresses. Mrs. Brander's total service amounts to nearly 15 years, and she has as yet enjoyed only one year's furlough. It is more than four years since she returned to India from this, and under the rules which at present regulate the grant of leave in her case she must serve another four years before she is entitled to take furlough. The duties of the Inspectresses are extremely arduous, and a break-down in their health would entail serious consequences to the progress of female education. I am, therefore, to express the earnest hope of His Excellency the Governor in Council that the Government of India will be able to recommend to the Secretary of State the speedy grant of the concession sought on behalf of these ladies.

No. 59. From the Director General of Public Instruction, Madras, to the Chief Secretary to the Government of Madras,—No. 7191, dated the 6th July 1895.

In their letter No. 278, dated 25th August 1892, communicated with G. O. No. 681, dated 19th September 1892, the Government of India decided to await the receipt of the proposals of the Madras Government for the reorganization of the Educational Department before addressing the Secretary of State for the admission of Mrs. Brander and Miss Carr to the favourable rules contained in Chapter XIII of the Civil Service Regulations. The proposals of the Madras Government have long been before the Supreme Government, and I am not sure whether the final recommendations of that Government have been submitted to the Secretary of State. In its order No. 33, dated 21st January 1893, Educational, Government was pleased to observe that it regarded as very important and desirable that all officers of the Imperial, that is, European Education Service, should be admitted to the benefit of the favourable leave rules in Chapter XIII of the Civil Service Regulations, and the Government of India has raised no objection to the proposal. But in view of the possible or rather the probable break-down in the health of the two Inspectresses, and the serious consequences that this would entail on female education, I would again urge on Government the absolute necessity of the concession being granted to them without further delay. They have very arduous travelling, being on tour for some eight months in the year, and their administrative work is also very heavy. It is not necessary for me to remind Government that each of the Inspectresses has a territorial jurisdiction equal to that of two Inspectors. Gentlemen find touring in all weathers sufficiently hard to endure, how much harder must it be for ladies! After ten years' service each of the Inspectresses enjoyed one year's furlough; and each of them must now serve eight years before the next furlough falls due. Unless the concession I am now soliciting be granted, their health will break down and their valuable services will be lost to the State.

2. As it is not known when the Secretary of State's order on the whole question will be received, I have the honour to request that the Government of India may be moved to seek the special and early sanction of the Secretary of State for the admission of Mrs. Brander and Miss Carr to the benefit of the favourable rules referred to.

3. In the letter from the Government of India, No. 278, dated 25th August 1892, that Government declined to forward the application on behalf of the two Inspectresses, because the Secretary of State had decided to postpone a similar proposal in favour of Mr. Hall. But I respectfully submit that the cases are not similar in their essential features. Mr. Hall is a strong able-bodied man, and not being a touring officer, he is not exposed to the fatigues and dangers of travelling. He can well afford to wait until the whole question of the future constitution of the Department is settled. The Inspectresses cannot afford to wait; and I earnestly hope that, both for their own sakes and for the sake of female education, the Government of India will be pleased to recommend to the Secretary of State that the concession now prayed for be speedily granted.

From C. E. Buckland, Esq., C.I.E., Secretary to the Government of Bengal, General (Education) Department, to the Secretary to the Government of India, Home Department,—No. 2832, dated the 14th August 1895. No. 60.

With reference to your letter No. 118, dated the 22nd February 1895, I am directed to submit, for the consideration of the Government of India, the accompanying copy of a letter No. 1414-T., dated the 28th June 1895, and of its enclosures, containing the final proposals of the Director of Public Instruction, Bengal, for the reorganization of the Education Department, with the following remarks of the Lieutenant-Governor. I am also to forward copies of the communications noted in the margin on the subject, and to say that, since the issue of the Director of Public Instruction's letter of the 23rd ultimo, the vacancy caused by the death of Mr. A. M. Nash has been filled up by promotion from the lower grades, so that there are now eleven vacancies in Class IV of the Superior Service, and not ten, as stated in that letter, and actually nine not eleven appointments vacant. Mr. Hallward and Mr. James hold two of the appointments, though they are not in the classified list. The proposition statement has been amended accordingly.

Letter from the Accountant-General, Bengal, No. 824-G.A., dated the 19th July 1895.
Letter from the Director of Public Instruction, Bengal, No. 3304, dated the 23rd July 1895.

2. I am also to enclose a subsequent letter, No. 3542, dated the 29th July 1895, from the Director of Public Instruction, containing separate proposals for the inclusion in the Superior Service of Mr. W. H. Jobbins, Superintendent of the School of Art, and Mr. H. A. Bamford, Inspector of European Schools. In your letter No. 209, dated the 6th May 1895, it was explained that under existing orders the appointments of these two officers, although included in the European Service list, were to be considered special appointments carrying specific rates of pay, and under this ruling Mr. Bamford could not rise above the amount of R750. In my letter of 28th February 1894, paragraph 4, and again more definitely in my letter of 31st October 1894, paragraph 4, it was contended that the post of Inspector of European Schools required lower qualifications than the other Inspectorships. This opinion is traversed by Sir Alfred Croft, and the Lieutenant-Governor now finds that he was mistaken in thinking that Mr. Bamford had been a Board School Teacher in England. It is shown that he belonged to a higher class, from among which Inspectors of Schools in England are sometimes recruited, and Sir Alfred Croft considers that the appointment is one of equal importance to the other Inspectorships, and that if a vacancy occurs, the new recruit should be sought for in the same classes from which appointments to the Imperial Educational Service are made. Sir Charles Elliott has been convinced by the arguments adduced by Sir Alfred Croft for the inclusion of this appointment, as well as that of Superintendent of the Art School, Calcutta, in the Superior Service; and he trusts that, on the grounds stated, the further proposals now made may commend themselves to the Government of India. The proposition statement has accordingly been further altered by increasing the number of appointments on R500—50—1,000 in the "proposed scale" from 19 to 21.

3. It will be seen from Statement C (of the statements illustrating the proposed scheme) that on the 1st January 1892, about which time effect began to be given to the new policy by the appointment, in the place of retiring officers, of others on lower rates of pay, the Superior or European Service was costing at average rates R31,020 a month, and consisted of 36 officers. It now consists, as Statement A shows, of 31 officers, and costs on an average R27,450, a reduction of R3,570; and it is proposed to reduce it still further to a strength of 26 officers (exclusive of the Director of Public Instruction, Assam) costing R24,033-5-4, or R3,416-10-8 less than at present. The total reduction, therefore, amounts to R6,986-10-8. Against this ultimate and gradual reduction must be placed the increased cost of the enlarged Provincial Service to consist finally of 113 officers, and to cost R29,250, or R5,900 per mensem above the present figure. His Honour presumes that this service is to be constituted gradually as

funds can be provided, and it will be the Director of Public Instruction's duty to draw up a statement for the Provincial Branch corresponding to Statement B for the Superior Branch, showing what he proposes to do at once and what the actual expenditure will be.

4. As to Statement B involving an immediate increase of R1,500 per mensem, His Honour cannot undertake to find funds for the additions to the salaries of the nine officers in Class II at R100 each, but the increases shown in the statement in the salaries of the remaining officers will be given effect to from 1st April next.

5. The proposals in paragraph 4 of the Director of Public Instruction's letter of the 28th June exemplify the impossibility of laying down a rigidly fixed scale for the staff of a department in which the number and status of colleges and schools are continually liable to change. Sir Charles Elliott presumes that, the number of the members of the Provincial Service being started at 113, it will be in the power of the Local Government to make fresh appointments in the lower grades, subject to the usual restriction that no appointment of R250 or more a month can be created without the sanction of the Government of India.

6. In conclusion I am to refer to the Resolution of the Government of India, Finance and Commerce Department, No. 2958-P., dated the 22nd June 1895, in which the Superior Branch of the Education Department is mentioned as the Imperial Branch, and to enquire, with regard to paragraph 2 of my letter No. 717, dated the 28th February 1894, whether the expression "Imperial Service" or "European Educational Service" is the correct designation.

No. 61. From Sir ALFRED CROFT, K.C.I.E., Director of Public Instruction, Bengal, to the Secretary to the Government of Bengal, General Department,—No. 1414-T., dated the 28th June 1895.

In reference to your No. 32-T.—G., dated the 16th May last, regarding the proposed reorganization of the Educational Service in Bengal, in which you call for the proposition statement required by the Government of India, showing the present and proposed scales of pay for members of that Service who are to be classified, in its future constitution, as belonging to the European and the Provincial Service, respectively, I have the honour to state that the proposition statement, together with other statements which I have drawn up in illustration of the proposed scheme (copies appended), has been forwarded to the Accountant General, Bengal, for verification of the present scale, and for submission to Government at a very early date.

2. In consequence of the recent orders of the Government of India and from other causes it has become necessary to make certain changes in the cadres of the European and Provincial Services as originally proposed. The total cadre for both Services taken together, as now revised, may be summarised thus:—

		No.	
The original scale, proposed by the Government of Bengal to the Government of India, consisted of (25 European + 128 Provincial =)		153	appointments.
Less a reduction, from 27 to 10, of the number admitted on personal grounds, as sanctioned by the Government of India in paragraph 8 of their letter No. 118, dated the 22nd February 1895		17	"
		136	"
Add for two new Inspectors of Schools, as sanctioned by the Government of India in paragraph 5 of their letter quoted above		2	"
Also add new appointments:—			
(*a*) Dr. Purnananda Chatterjea			
(*b*) Mr. Mana Mohan Ghose, B.A.			
(*c*) Babu Satis Chundra Banerjea, M.A.		6	"
(*d*) " Mohini Mohan Datta, M.A.			
(*e*) Maulavi Abdul Ali			
(*f*) Babu Bidhu Bhushan Goswami, M.A.			
		144	"
Reduce—			
(*g*) One Professor, Sanskrit College		1	appointment.
(*h*) One admitted on personal grounds		1	"
(*i*) Two reserved appointments for (*a*) and (*b*)		2	appointments.
		140	"
Of which European Service	27		
Of which Provincial "	113		
	140	140	"

3. With regard to the additions and reductions shown above, I beg to explain as follows:—

(*a*) Dr. Purnananda Chatterjea and

(*b*) Mr. Mana Mohan Ghose have, since the date of your letter No. 717, dated the 28th February 1894, to the Government of India, been appointed temporarily to be Assistant Professors in the Dacca and Patna Colleges respectively, thus taking up two out of the six appointments originally reserved for candidates from Home Universities. The number of such reserved appointments should accordingly be reduced from six to four, as shown at (*i*) above.

(*c*) Babu Satis Chundra Banerjea has been appointed a Lecturer * in the Hooghly College on ₨200 a month, owing to the departure on furlough of Mr. S. C. Hill. This is a new appointment, for which there was no provision in the original list.

* Temporary: see Government Order No. 301 T.—G., dated 30th September 1894.

(*d*) A provisional appointment on ₨150 a month, for a Lecturer in the Dacca College, was included in Dr. Martin's list D (No. 87). This was subsequently sanctioned by Government, and Babu Mohini Mohan Datta has been appointed to be Lecturer in that College.

(*e*) Maulavi Abdul Ali, and

(*f*) Babu Bidhu Bhushan Goswami have since been promoted to Class V of the Subordinate Educational Service, and therefore come by rule into the Provincial Service.

(*g*) Pundit Madhu Sudan Smritiratna, late Professor in the Sanskrit College, has since retired; and has been replaced by an officer on lower pay in Class VI.

(*h*) The number of appointments for Head Masters of Collegiate Schools was originally fixed at 11, and it was in contemplation to reduce that number to 10, on the amalgamation of the Hindu and Hare Schools under one Head Master. On the retirement of Babu Krishna Chandra Roy, late Head Master of the Hindu and Hare Schools, I recommended the appointment of separate Head Masters for the two schools, and the proposal was sanctioned by Government. The number of appointments for Head Masters of Collegiate Schools thus remains the same as was originally fixed. Babu Hara Nath Bhattacharjea, who was at first selected for admission on personal grounds, having since been appointed to be Head Master of the Hindu School, has come by rule into the Provincial Service, and the number of appointments for officers admitted on personal grounds will therefore be reduced from ten to nine.

4. I beg to invite the attention of Government to the case of the six officers named in the margin, and referred to in paragraph 10 of my note of the 12th February 1894 (*vide* Proceedings for March 1894). Of these, No. 1 (Miss Kamini Sen) has married and left the Department; Nos. 4 and 5 (Maulavi Abdul Ali and Babu Bidhu Bhushan Goswami) have come into the Provincial Service as explained before; and No. 6 (Maulavi Mirza Ashraf Ali) has been appointed Superintendent of the Chittagong Madrassa in the same Service. There remain Nos. 2 and 3 (Babu Kali Prasanna Das, B.A., Lecturer in the Bethune College, and Babu Akshay Kumar Sen, M.A., Third Master of the Chittagong College) who do the work of College Lecturers, though on low pay. I would also invite the attention of Government to the case of the following ten officers in Class VI of the Subordinate Educational Service, who are Professors of Arabic or Sanskrit in Government Colleges. Many of them are very distinguished Oriental scholars, and all do that class of work for which the Provincial Service is designed. I would, therefore, venture to solicit a reconsideration of their case; and would propose that to meet the case of these twelve officers, an addition of six appointments should be made to the last Class VIII, to be filled not necessarily at once, but by the best of these officers as they rise in seniority. The cost of these six appointments would be $6 \times (150 - 93\frac{3}{4} =) \, 56\frac{1}{4} = 337\frac{1}{2}$ a month, or ₨4,050 a year.

	₨
1. Miss Kamini Sen, B.A., in Class VI, Bethune College	85
2. Kali Prasanna Das, Bethune College . .	75
3. Akshay Kumar Sen, Chittagong College .	100
4. Abdul Ali, in Class VI, Hooghly College .	100
5. B. B. Goswami, M.A., in Class VI, Hooghly College	95
6. Mirza Ashraf Ali, in Class VI, Presidency .	75

(1) Babu Baikantha Nath Goswami, Assistant Professor of Sanskrit, Rajshahi College.

(2) Babu Ram Prasanna Mukherjea, Lecturer in Sanskrit, Ravenshaw College, Cuttack.
(3) Babu Sukhbasi Tiwari, Assistant Professor of Sanskrit, Patna College.
(4) Babu Prasanna Chandra Chakravarti, Lecturer in Sanskrit, Dacca College.
(5) Pandit Gobinda Sastri, Professor, Sanskrit College.
(6) Babu Satis Chandra Acharjya, M.A., Assistant Professor of Sanskrit, Krishanagar College.
(7) Miss Kumudini Khastgir, B.A., Temporary Lecturer in the Bethune College.
(8) Pandit Kamakhya Nath Tarkavagisa, Professor, Sanskrit College.
(9) Maulavi Abdul Munim, Professor of Arabic and Persian, Presidency College.
(10) Babu Asutosh Bhattacharjea, M.A., Assistant Professor, Sanskrit College.

5. In calculating the comparative cost of the European Service, I have taken, as the original standard, the cost of that Service on the 1st January 1892, about which time the proposals for reorganization began to be carried into effect. Between that date and the present, six officers* of that service have retired or died, and their places have been, with one exception, filled by Natives of India, generally holding English degrees. It will be seen from the statements C and E that there will be a saving of R6,920 a month in the European Service, and an increase of R5,900 a month in the Provincial Service, or a net saving of R1,020 a month. If the cost of the six additional appointments referred to in the preceding paragraph be added, there will still be an ultimate saving of R1,020—337½ =R682-8 a month, or R8,190 a year.

* Mr. C. H. Tawney, C.I.E.
,, G. Bellett.
,, A. M. Nash.
,, W. T. Webb.
Mahamahopadhyaya Mahes Chandra Nayaratna, C.I.E.
Babu Brahma Mohan Mallik.

PROPOSITION STATEMENT A.

Showing the financial effect of the proposed reorganization of the European Educational Service in Bengal.

No.	Date.	Office to which the proposition refers.	NATURE OF CHARGE.												PROPOSITION.	
			PRESENT SCALE.						PROPOSED SCALE.						PERMANENT.	
			No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Average cost.	No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Average cost.	Increase per month.	Decrease per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
				Class I.	R	R	R	R a. p.			R	R	R	R a. p. R a. p.		
			1	C. A. Martin . .	1,250	50	1,500	1,416 10 8	2	Officers on the higher scale.	1,250	50	1,500	1,416 10 8= 2,833 5 4		
			2	A. Ewbank . . .	1,250	50	1,500	1,416 10 8								
								2,833 5 4								
				Class II.												
			3	W. Griffiths . . .	1,000	50	1,250	1,166 10 8	3*	Officers on the lower scale.	1,200	10	1,250	1,233 5 4= 3,700 0 0		
			4	A. Pedler . . .	1,000	50	1,250	1,166 10 8								
			5	F. J. Rowe . . .	1,000	50	1,250	1,166 10 8								
				J. Willson . . .	...	...	...	......								
			6	J. S. Slater . . .	1,000	50	1,250	1,166 10 8								
			7	W. Booth . . .	1,000	50	1,250	1,166 10 8								
								5,833 5 4								
				Class III.												
			8	G. A. Stack . . .	750	50	1,000	916 10 8	21	Officers on , . .	500	50	1,000	†800 0 0= 16,800 0 0		
			9	J. H. Gilliland . .	750	50	1,000	916 10 8								
			10	A. C. Edwards . .	750	50	1,000	916 10 8								
			11	J. Mann . . .	750	50	1,000	916 10 8								
			12	P. K. Ray . . .	750	50	1,000	916 10 8								
			13	S. Robson . . .	750	50	1,000	916 10 8								
			14	A. Macdonell . .	750	50	1,000	916 10 8								
			15	E. F. Mondy . . .	750	50	1,000	916 10 8								
			16	M. E. DeS. Prothero .	750	50	1,000	916 10 8								
			17	H. M. Percival . .	500	$33\frac{1}{3}$	$666\frac{2}{3}$	611 1 $9\frac{1}{3}$								
			18	A. F. R. Hoernle . .	750	50	1,000	916 10 8								
			19	S. C. Hill . . .	750	50	1,000	916 10 8								
								10,694 7 $1\frac{1}{3}$								

* Including the Director of Public Instruction, Assam, who will be on this scale of pay.

† Calculated according to the Accountant General's suggestion.

Showing the financial effect of the proposed reorganization of the European Educational Service in Bengal—contd.

No.	Date.	Office to which the proposition refers.	NATURE OF CHARGE. — PRESENT SCALE. — No.	Designation.	Pay. — Minimum.	Pay. — Increment.	Pay. — Maximum.	Pay. — Average cost.	PROPOSED SCALE. — No.	Designation.	Pay. — Minimum.	Pay. — Increment.	Pay. — Maximum.	Pay. — Average cost.	PROPOSITION. PERMANENT. — Increase per month.	PROPOSITION. PERMANENT. — Decrease per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
				Class IV.	R	R	R	R a. p.			R	R	R	R a. p.		R a. p.
			20	P. B. Mukerji	333⅓	33⅓	500	444 7 1⅓								
			21	G. W. Küchler	500	50	750	666 10 8								
			22	R. P. Múkerji	500	10	750	600 0 0*								
			23	C. Little	500	50	750	666 10 8								
			24	J. C. Bose	333⅓	33⅓	500	444 7 1⅓								
			25	C. R. Wilson	500	50	750	666 10 8								
			26	W. B. Livingstone	500	50	750	666 10 8								
			27	B. Heaton	500	50	750	666 10 8								
			28	Vacant	500	50	750	666 10 8								
			29 to 36	8 Appointments held in abeyance.†	500	50	750	5,333 5 4								
						each		10,822 3 6⅔								
				Officers not within the classified list.												
			1	W. H. Jobbins	1,000	...	1,000	1,000 0 0	1			...	1,000			
			2	N. L. Hallward	800	...	800	800 0 0								
			3	H. R. James	800	...	800	800 0 0	1			50	750			
			4	H. A. Bamford	500	50	750	666 10 8								
								3,266 10 8								
										Seven allowances at R100 a month.	...	...	...	700 0 0		
								33,450 0 0						24,033 5 4		9,416 10 8

* The present pay has been shown. The salary of this officer was determined by special orders giving him an increment of R10 per annum.

† Of the ten appointments shown in the Civil List as vacant, two have been absorbed by the appointment of Messrs. Hallward and James.

STATEMENT B.

Showing the immediate effect of the proposed reorganization of the European Educational Service in Bengal.

NAME.	Present pay.	Proposed pay.	REMARKS.
1	2	3	4
CLASS I (R1,250—1,500).	R	R	
1. C. A. Martin	1,500	1,500	
2. A. Ewbank	1,400 (a)	1,400 (a)	(a) Rising to R1,500.
TOTAL	2,900	2,900	
CLASS II (R1,000—1,250).			
3. W. Griffiths	1,250	1,250	
4. A. Pedler	1,250	1,250	
5. F. J. Rowe	1,250	1,250	
J. Willson	...	...	
6. J. S. Slater	1,150 (b)	1,150 (b)	(b) Rising to R1,250.
TOTAL	4,900	4,900	
CLASS III (R500—1,000).			
7. W. Booth	1,000	1,000	+ 100
8. G. A. Stack	1,000	1,000	+ 100
9. J. H. Gilliland	1,000	1,000	+ 100
10. A. C. Edwards	1,000	1,000	+ 100
11. J. Mann	1,000	1,000	+ 100
12. P. K. Ray	1,000	1,000	+ 100
13. S. Robson	1,000	1,000	+ 100
14. A. Macdonell	1,000	1,000	+ 100
15. E. F. Mondy	1,000	1,000	+ 100 (from 13th July 1895).
16. M. E. DuS. Prothero	950	1,000	
17. H. M. Percival	633⅓(c)	633⅓(c)	(c) Rising to R666⅔.
18. A. F. Hoernle	850	1,000	
19. S. C. Hill	750	1,000	
20. W. H. Jobbins	1,000	1,000	
21. P. B. Mukerji	500	500	
22. G. W. Küchler	750	1,000	
23. R. P. Mukerji	600	...	Transferred to Provincial Service.
24. C. Little	750	1,000 (d)	(d) From 14th July 1895.
25. J. C. Bose	500	500	
26. C. R. Wilson	750	900	
27. W. B. Livingstone	750	850	
28. N. L. Hallward	800	800	
29. H. R. James	800	800	
30. H. A. Bamford	750	750	
31. B. Heaton	650	650	
TOTAL	20,783⅓	21,383⅓	
ADD FROM COLUMN 4	...	900	
	...	22,283⅓	
GRAND TOTAL	28,583⅓	30,083⅓	

The increase amounts to R1,500 a month, or R18,000 a year.

STATEMENT C.

Showing the strength of the European Educational Service as it stood on the 1st January 1892, when the proposals for the reorganization of that Service were first mooted, and the strength to which it will be finally reduced.

STRENGTH AND COST OF THE EUROPEAN EDUCATIONAL SERVICE AS IT STOOD ON 1ST JANUARY 1892.

Class I (2 Officers).

	R	a.	p.
1. C. H. Tawney	1,416	10	8
2. G. Bellett	1,416	10	8
Total	2,833	5	4

Class II (6 Officers).

	R	a.	p.
3. C. A. Martin	1,166	10	8
4. A. Ewbank	1,166	10	8
5. W. Griffiths	1,166	10	8
6. A. Pedler	1,166	10	8
7. F. J. Rowe	1,166	10	8
8. A. M. Nash	1,166	10	8
Total	7,000	0	0

Class III (11 Officers).

G. Watt seconded.
J. Willson do.

	R	a.	p.
9. W. T. Webb	916	10	8
10. J. S. Slater	916	10	8
11. M. C. Nyayaratna	916	10	8
12. W. Booth	916	10	8
13. G. A. Stack	916	10	8
14. J. H. Gilliland	916	10	8
15. A. C. Edwards	916	10	8
16. J. Mann	916	10	8
17. P. K. Ray	916	10	8
18. S. Robson	916	10	8
19. A. Macdonell (officiating, confirmed afterwards)	916	10	8
Total	10,083	5	4

Class IV (14 Officers).

	R	a.	p.
20. E. F. Mondy	666	10	8
21. M. Prothero	666	10	8
22. H. Percival	444	7	1⅓
23. A. F. Hoernle	666	10	8
24. S. C. Hill	666	10	8
25. P. B. Mukerji	444	7	1⅓
26. B. M. Mullick	600	0	0
27. G. W. Küchler	666	10	8
28. R. P. Mukerji	570	0	0
29. C. Little	666	10	8
30. J. C. Bose	444	7	1⅓
31. C. R. Wilson	666	10	8
32. B. Heaton	666	10	8
33. Vacant (W. B. Livingstone, officiating, confirmed afterwards)	666	10	8
Total	8,503	5	4

Unclassified Officers.

	R	a.	p.
34. W. H. Jobbins	1,000	0	0
35. N. L. Hallward	800	0	0
36. H. R. James	800	0	0
Total	2,600	0	0
Grand total for European Service (36 officers) on 1st January 1892	31,020	0	0

The average cost of the European Educational Service, when reduced to 26 officers, excluding the Director of Public Instruction, Assam, may be estimated as follows:—

		R	a.	p.
Class	I.—Two officers on the higher scale (1,250—50—1,500=1,416-10-8)	2,833	5	4
"	II.—Three officers on the lower scale (1,200—10—1,250=1,233-5-4)	3,700	0	0
"	III.—Nineteen officers on (500—50—1,000=800)	15,200	0	0
"	IV.—One Superintendent, School of Art	1,000	0	0
"	V.—One Inspector of European Schools (500—50—750=666-10-8)	666	10	8
Seven	* allowances of R100 a month each	700	0	0
		24,100	0	0

The difference (R31,020—R24,100) = R6,920 a month, or R83,040 a year, the amount of the final saving.

* In a service of 26 officers, it is not probable (taking casualties and retirements into account) that more than 12 would be of over 15 years' standing. Five of these would be in receipt of staff allowances, leaving seven for the extra allowances of R100 a month.

PROPOSITION STATEMENT D.

Showing the financial effect of the proposed reorganization of the Provincial Educational Service in Bengal.

No.	Date.	Office to which the proposition refers.	NATURE OF CHARGE.														PROPOSITION.
			PRESENT SCALE.							PROPOSED SCALE.							PERMANENT.
			No.	Name.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Pay. Average cost.	No.	Name.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Pay. Average cost.	Increase per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
				Class I—(R400 to 500).		R	R	R	R		*Class I—(R700).*		R	R	R	R R	R
			1	A. S. Phillips, B.A. . .	Head Master, Patna Collegiate School.	400	20	500	$466\frac{2}{3}$	2	Officers . .	......	700	...	700	700=1,400	
			2	Dina Nath Sen . .	Assistant Inspector of Schools, Dacca Division, and Officiating Inspector of Schools, Eastern Circle (Officiating in Class IV of the Bengal Educational Service).	400	20	500	$466\frac{2}{3}$								
			3	J. A. Reuther . .	Assistant Inspector of Schools, Patna Division.	400	20	500	$466\frac{2}{3}$								
			4	Radha Nath Ray . .	Joint Inspector of Schools, Orissa Division (Temporary Inspector of Schools, Orissa Division).	400	20	500	$466\frac{2}{3}$								
			5	Abinash Chandra Chatterjea, B.A.	Head Master, Chittagong College.	400	20	500	$466\frac{2}{3}$								
					TOTAL .	...	...	...	$2,333\frac{1}{3}$								
				Class II—(R300 to 400).							*Class II—(R600).*						
			1	Mathura Nath Chatterjea, M.A.	Assistant Inspector of Schools, Bhagalpur Division.	300	20	400	$366\frac{2}{3}$	4	Officers . .	......	600	...	600	600=2,400	

Showing the financial effect of the proposed reorganization of the Provincial Educational Service in Bengal—contd.

No.	Date.	Office to which the proposition refers.	NATURE OF CHARGE. PRESENT SCALE. No.	Name.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	PROPOSED SCALE. No.	Name.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	PROPOSITION. PERMANENT. Increase per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
				Class II—(R300 to 400) —contd.		R	R	R	R				R	R	R	R R	R
			2	Beni Madhab Day, M.A.	Assistant Inspector of Schools, Burdwan Division.	300	20	400	366$\frac{2}{3}$								
			3	Abul Khair Muhammad Siddiq, M.A.	Superintendent, Dacca Madrassa.	300	20	400	366$\frac{2}{3}$								
			4	Ambika Charan Bose	Personal Assistant to the Director of Public Instruction.	300	20	400	366$\frac{2}{3}$								
			5	Bireswar Chakravarti	Assistant Inspector of Schools, Chota Nagpur Division.	300	20	400	366$\frac{2}{3}$								
			6	Nilmani Mookerjea, M.A. *Syama Charan Ganguli,* B.A.	Principal, Sanskrit College *Principal, Uttarpara College.*	300	20	400	366$\frac{2}{3}$								
			7	W. Billing, M.A.	Principal, Krishnagar College (Officiating in Class IV of the Bengal Educational Service).	300	20	400	366$\frac{2}{3}$								
			8	Ratan Mani Gupta	Head Master, Dacca Collegiate School.	300	20	400	366$\frac{2}{3}$								
					TOTAL	...	...	...	2,933$\frac{1}{3}$								
				Class III—(R200 to 300).							*Class III—(R500).*						
			1	Mrs. M. Wheeler	Inspectress of Schools, Calcutta.	200	20	300	266$\frac{2}{3}$	6	Officers	......	500	...	500	500=3,000	

2	E. R. T. Tiery, B.A.	Head Master, Murshidabad Nawab's Madrassa.	200	20	300	266⅔
3	Chandra Mohan Mazumdar, M.A., B.L.	Assistant Inspector of Schools, Presidency Division.	200	20	300	266⅔
4	Nilkanta Mazumdar, M.A.	Lecturer, Presidency College (Officiating Principal, Ravenshaw College, Cuttack).	200	20	300	266⅔
5	Jagat Bandu Laha, M.A.	Head Master, Dacca Training School.	200	20	300	266⅔
6	Bepin Bihari Gupta, M.A.	Assistant Professor, Presidency College.	200	20	300	266⅔
7	P. Brühl	Assistant Professor, Civil Engineering College, Sibpur.	200	20	300	266⅔
8	Barada Prasad Ghosh, M.A.	Head Master, Calcutta Training School.	200	20	300	266⅔
9	E. Pegler	Head Master, Government Boarding School, Kurseong.	200	20	300	266⅔
10	Sasi Bhushan Datta, M.A.	Assistant Professor, Dacca College (Officiating Assistant Professor, Patna College).	200	20	300	266⅔
11	Muhammad Ibrahim, B.A.	Assistant Inspector of Muhammadan Education, Rajshahi and Burdwan Circles.	200	20	300	266⅔
	Ahmad, M.A.	*Assistant Inspector of Muhammadan Education.*				
12	Hari Prasad Banerjea	Head Master, Hooghly Collegiate School.	200	20	300	266⅔
13	Mrs. Stansbury	Head Mistress, Eden Female School, Dacca.	200	20	300	266⅔
14	Sasi Bhusan Sen, B.A.	Head Master, Rajshahi Collegiate School.	200	20	300	266⅔
15	Brajendra Kumar Guha, B.A.	Assistant Inspector of Schools, Chittagong Division (Officiating Assistant Inspector of Schools, Burdwan Division).	200	20	300	266⅔
16	Miss Chandra Mukhi Bose, M.A.	Lady Principal, Bethune College.	200	20	300	266⅔
17	Sarada Prasad Ganguli	Head Master, Arrah Zilla School.	200	20	300	266⅔
18	Sib Chandra Gui, M.A., B.L.	Lecturer, Sanskrit College	200	20	300	266⅔

Showing the financial effect of the proposed reorganization of the Provincial Educational Service in Bengal—contd.

No.	Date.	Office to which the proposition refers.	NATURE OF CHARGE.														PROPOSITION.
			PRESENT SCALE.							PROPOSED SCALE.							PERMANENT.
			No.	Name.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Pay. Average cost.	No.	Name.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Pay. Average cost.	Increase per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
				Class III—(R200 to 300) —contd.		R	R	R	R				R	R	R	R R	R
			19	Shamsul Ulama Ahmad .	Head Maulvi, Calcutta Madrassa.	200	20	300	266$\frac{2}{3}$								
			20	Bireswar Chatterjea, M.A. .	Additional Lecturer, Sanskrit College.	200	20	300	266$\frac{2}{3}$								
			21	E. A. LeFeuvre, B.A. .	Assistant Inspector, Rajshahi Division.	200	20	300	266$\frac{2}{3}$								
			22	Ram Das Chakravarti .	Head Master, Hooghly Branch School.	200	20	300	266$\frac{2}{3}$								
			23	Ambika Charan Mookerjea	Head Master, Birbhum Zilla School.	200	20	300	266$\frac{2}{3}$								
			24	Baikantha Nath Ray, B.A.	Second Master, Dacca Collegiate School.	200	20	300	266$\frac{2}{3}$								
			25	Mati Lal Maitra . .	Deputy Inspector, 24-Parganas (Officiating Assistant Inspector, Presidency Division).	200	20	300	266$\frac{2}{3}$								
			26	Bhuban Mohan Sen, B.A. .	Head Master, Faridpur Zilla School.	200	20	300	266$\frac{2}{3}$								
			27	Abdul Karim, B.A. . .	Sub. *pro tem.* Assistant Inspector of Muhammadan Education, Presidency Circle and Orissa Division.	200	20	300	266$\frac{2}{3}$								
			28	Raj Kumar Sen, M. A. .	Lecturer, Dacca College .	200	20	300	266$\frac{2}{3}$								
			29	Mirza Ashraf Ali . .	Superintendent, Chittagong Madrassa.	200	20	300	266$\frac{2}{3}$								
					TOTAL .	...	...	...	7,733$\frac{1}{3}$								

	Class IV—(R150 to 200).							*Class IV—(R400).*					
1	Chandra Kumar Maitra .	Head Master, Sanskrit Collegiate School.	150	10	200	183⅓	8	Officers . .	......	400	...	400	400=3,200
	Sarat Chandra Das, C.I.E.	*Deputy Inspector, British Sikkim.*											
2	Jagat Bandhu Bhadra .	Head Master, Pabna Zilla School.	150	10	200	183⅓							
3	Bhawani Charan Mookerjea, B.A.	Head Master, Patna Training School.	150	10	200	183⅓							
4	Kunja Bihari Bose, M.A., B.L.	Head Assistant to the Director of Public Instruction.	150	10	200	183⅓							
	H. A. Lane, M.A. . .	*Lecturer, Krishnagar College.*											
5	Ram Chandra Chatterjea .	Head Master, Hooghly Training School.	150	10	200	183⅓							
6	Hara Nath Bhattacharjea, M.A.	Head Master, Hindu School.	150	10	200	183⅓							
7	Debendra Nath Bose, M.A.	Lecturer, Krishnagar College.	150	10	200	183⅓							
8	Kumud Bandhu Bose .	Deputy Inspector, Tippera (Officiating Assistant Inspector, Chittagong Division).	150	10	200	183⅓							
9	Kisari Mohan Sen Gupta, M.A.	Lecturer, Hooghly College .	150	10	200	183⅓							
10	Upendra Nath Maitra, M.A.	Ditto, ditto	150	10	200	183⅓							
	Dwija Das Datta, M.A. .	*Lecturer, Bethune College.*											
11	Kalipado Bose, M.A. .	Ditto, Dacca College .	150	10	200	183⅓							
12	Joges Chandra Ray, M.A. .	Ditto, Ravenshaw College, Cuttack.	150	10	200	183⅓							
13	Narendra Nath Bose, M.A.	Assistant Lecturer, Patna College.	150	10	200	183⅓							
14	Akhay Kumar Mookerjea	Head Master, Hare School .	150	10	200	183⅓							
15	Madhu Sudan Rao . .	Ditto, Cuttack Training School.	150	10	200	183⅓							
16	Sagar Chandra Chakravarti, B.A.	Head Master, Krishnagar Collegiate School.	150	10	200	183⅓							
17	Gobinda Lal Set, M.A. .	Lecturer, Krishnagar College.	150	10	200	183⅓							
	TOTAL .	...	...	...	...	3,116⅔							

Showing the financial effect of the proposed reorganization of the Provincial Educational Service in Bengal—contd.

No.	Date.	Office to which the proposition refers.	NATURE OF CHARGE. Present Scale. No.	Name.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	Proposed Scale. No.	Name.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	PROPOSITION. Permanent. Increase per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
						R	R	R	R				R	R	R	R R	
				Class V—(R100 to 150).							*Class V—(R300).*						
			1	Chandra Kanta Tarkalankar.	Professor, Sanskrit College .	100	10	150	137½	12	Officers . .	......	300	...	300	300=3,600	
			2	Surendra Kumar Bose, B.C.E.	Teacher of Surveying, Civil Engineering College, Sibpur.	100	10	150	137½								
			3	Kali Prasanna Bhattacharjea, M.A.	Assistant Professor of Sanskrit, Dacca College.	100	10	150	137½								
			4	Rajeswar Gupta . .	Head Master, Chittagong Training School.	100	10	150	137½								
			5	Rajendra Nath Banerjea, B.A.	Head Master, Ravenshaw Collegiate School, Cuttack.	100	10	150	137½								
			6	Raj Mohan Sen, M.A. . *Hary Charan Ray*, M.A. .	Lecturer, Rajshahi College . *Head Master, Midnapore College.*	100	10	150	137½								
				Chandra Bhusan Bhaduri, B.A.	*Demonstrator in Chemistry, Presidency College* (on deputation).	100	10	150	137½								
			7	Mukunda Chandra Vidyabagis, M.A. *Jagadis Chandra Sen*, B.A.	Head Master, Rangpur Training School. *Lecturer, Dacca College.*	100	10	150	137½								
			8	Adwitiya Kumar Chatterjea, M.A.	Lecturer, Bethune College .	100	10	150	137½								
			9	Mohini Mohan Chaudhuri, M.A.	Ditto, Ravenshaw College, Cuttack (Temporary Lecturer, Krishnagar College).	100	10	150	137½								

10	Bisseswar Sen, M.A.	Second Master, Chittagong College.	100	10	150	137½							
	Sashi Sikhar Banerjea, B.A.	*Lecturer, Berhampore College.*											
11	Braja Lal Mookerjea, B.A.	Lecturer, Krishnagar College.	100	10	150	137½							
12	Joy Gopal Day, B.A.	Lecturer, Ravenshaw College, Cuttack.	100	10	150	137½							
13	Poresh Nath Sen, B.A.	Lecturer, Bethune College	100	10	150	137½							
14	Muralidhar Banerjea, M.A.	Ditto, Ravenshaw College, Cuttack.	100	10	150	137½							
15	Harish Chandra Datta, M.A.	Ditto ditto	100	10	150	137½							
16	Satis Chandra Day, M.A.	Lecturer, Dacca College	100	10	150	137½							
17	Harish Chandra Bhuttacharjea.	Assistant Professor of Sanskrit, Presidency College.	100	10	150	137½							
18	Bidhu Bhuson Goswami, M.A.	Assistant Professor of Sanskrit, Hooghly College.	100	10	150	137½							
19	Abdul Ali	Professor of Arabic, Hooghly College.	100	10	150	137½							
20	Jyoti Bhuson Bhaduri, M.A.	Temporary Demonstrator in Chemistry, Presidency College.	100	10	150	137½							
		TOTAL	...	...	...	2,750							
	Officers not within the Classified List.							*Class VI—(R250).*					
1	Olinto Ghilardi	Assistant Superintendent, Government School of Art.	300	...	300	300	22	Officers	......	250	...	250	250=5,500
2	R. W. F. Shaw, M.A.	Head Master, Apprentice Department, Civil Engineering College, Sibpur.	300	...	300	300							
3	Hara Prasad Sastri, M.A.	Professor of Sanskrit, Presidency College.	300	...	300	300							
4	H. A. Stark, B.A.	Head Master, Anglo-Persian Department, Calcutta Madrassa.	300	...	300	300							
5	P. C. Ray, D.Sc. (Edin.)	Temporary Assistant Professor, Presidency College.	250	...	250	250							
6	J. N. Das Gupta, B.A. (Oxon.).	Assistant Professor, Dacca College.	250	...	250	250							
7	D. N. Mallik, B.A. (Camb.) B.Sc (Lond).	Assistant Professor, Hooghly College (Temporary Assistant Professor, Patna College).	250	...	250	250							
8	Purnananda Chatterjea, B.A., D.Sc. (Edin.).	Temporary Assistant Professor, Dacca College.	250	...	250	250							
9	Man Mohan Ghose, B.A. (Oxon.).	Temporary Assistant Professor, Patna College.	250	...	250	250							

Showing the financial effect of the proposed reorganization of the Provincial Educational Service in Bengal—concld.

No.	Date.	Office to which the proposition refers.	NATURE OF CHARGE. Present scale. No.	Name.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	Proposed scale. No.	Name.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	PROPOSITION. Permanent. Increase per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
				Officers not within the Classified List—contd.		R	R	R	R				R	R	R	R	R
			10	P. W. Byers, L.C.E. .	Teacher, Apprentice Department, Civil Engineering College, Sibpur.	200	10	250	233⅓								
			11	Annada Prasad Bagchi .	Head Master, Government School of Art.	200	...	200	200								
			12	Kumudini Kanta Banerjea, M.A.	Lecturer, Rajshahi College .	200	...	200	200								
			13	Satis Chandra Banerjea, M.A.	Temporary Lecturer, Hooghly College.	200	...	200	200								
			14	Braja Ballabh Datta, M.A.	Lecturer, Rajshahi College .	150	...	150	150								
			15	Sivendra Nath Gupta, M.A.	Ditto, Krishnagar College.	150	...	150	150								
			16	Mohit Chandra Sen, M.A. .	Ditto, Hooghly College .	150	...	150	150								
			17	Binayendra Nath Sen, M.A.	Temporary Lecturer, Presidency College.	150	...	150	150								
			18	Gopal Chandra Ganguli, M.A.	Temporary Lecturer, Rajshahi College.	150	...	150	150								
			19	Pramatha Nath Mookerjea, M.A.	Lecturer, Rajshahi College .	150	...	150	150								
			20	Rakhal Raj Biswas, M.A. .	Temporary Lecturer, Ravenshaw College, Cuttack.	150	...	150	150								
			21	Mohini Mohan Datta, M.A.	Lecturer, Dacca College .	150	...	150	150								
					TOTAL .	...	...	...	4,483⅓		*Class VII*—(R200).						
										26	Officers . .	......	200	...	200	200=5,200	
											Class VIII—(R150).						
										33	Officers . .	......	150	...	150	150=4,950	
					GRAND TOTAL .	...	...	...	23,350		GRAND TOTAL .	......	...	...	...	29,250	5,900

STATEMENT E.

Summary of the financial value of the appointments specified in Statement D.

Present scale.

			R	R	R
Class	I, 5	officers at	466⅔ each .	2,333⅓	
"	II, 8	"	366⅔ " .	2,933⅓	
"	III, 29	"	266⅔ " .	7,733⅓	
"	IV, 17	"	183⅓ " .	3,116⅔	
"	V, 20	"	137½ " .	2,750	
	79				18,866⅔
Total cost of the salaries of 21 officers not within the classified list					4,483⅓
TOTAL FOR 100 OFFICERS .					23,350

Proposed scale.

			R	R
Class	I, 2	officers at	700 each . .	1,400
"	II, 4	"	600 " . .	2,400
"	III, 6	"	500 " . .	3,000
"	IV, 8	"	400 " . .	3,200
"	V, 12	"	300 " . .	3,600
"	VI, 22	"	250 " . .	5,500
"	VII, 26	"	200 " . .	5,200
"	VIII, 33	"	150 " . .	4,950
	113			29,250

The ultimate increase will be (R29,250 — R23,350=) R5,900 a month, or R70,800 a year.

STATEMENT F.

Classification of Provincial Service appointments held by Officers included in Statement D.

(1) Principals or Head Masters of Colleges (Krishnagar, Sanskrit and Chittagong) . .		3
(2) Professors, Arts Colleges—		
Presidency	7	
Sanskrit	3	
Dacca	8	
Patna	3	
Hooghly	6	
Krishnagar	5	
Rajshahi	5	
Cuttack	5	
Chittagong	1	
	—	43
(3) Professors, Civil Engineering College (Professors of Physics, Mathematics, Surveying and Drawing, Head Master and Teacher of Engineering, Apprentice Department) . .		4
(4) Lady Principal and two Professors, Bethune College, and Head Mistress, Eden Female School		4
(5) Head Masters of Collegiate Schools (Hindu, Hare, Calcutta Madrassa, Sanskrit, Hooghly Collegiate, Hooghly Branch, Dacca, Patna, Rajshahi, Krishnagar, Cuttack) . .		11
(6) Head Masters of Training Schools (Calcutta, Hooghly, Dacca, Patna, Chittagong, Cuttack and Rangpur)		7
(7) Superintendents of Madrassas at Dacca and Chittagong, Head Master, Murshidabad Nawab's Madrassa, and Head Maulvi, Calcutta Madrassa		4
(8) Head Master, Kurseong Boarding School		1
(9) Assistant Superintendent and Head Master, School of Art		2
(10) Inspectors (including Orissa)		2
(11) Inspectress		1
(12) Assistant Inspectors		7
(13) Ditto of Muhammadan Education		2
(14) Personal Assistant to Director of Public Instruction		1
(15) Admitted on personal grounds		8*
TOTAL .		100

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* Exclusive of a seconded officer.

STATEMENT G.

Proposed Cadres of the European and Provincial Services.

I.—THE EUROPEAN SERVICE.

(1) Principals of Colleges	5
(2) Professors of Colleges	13
(3) Inspectors of Schools	4
(4) Superintendent, Art School	1
(5) Officers to supply vacancies	3
(6) Director of Public Instruction, Assam	1
	27

II.—THE PROVINCIAL SERVICE.

(1) Principals of Colleges	(*a*)6
(2) Professors of Arts Colleges	43
(3) Do., Civil Engineering College	(*b*)6
(4) Lady Principal and Professor, Bethune College, and Head Mistress, E. F. School	4
(5) Head Masters of Collegiate Schools	11
(6) Head Masters of Training Schools	7
(7) Superintendents and Head Masters of Madrassas	4
(8) Head Master, Kurseong Boarding School	1
(9) Assistant Superintendent and Head Master, School of Art	2
(10) Inspectors (including Orissa)	(*c*) 4
(11) Inspectress	1
(12) Assistant Inspectors	(*d*) 8
(13) Ditto for Muhammadan Education	2
(14) Personal Assistant to Director of Public Instruction	1
Reserved appointments	(*e*) 4
	104
Admitted on personal grounds	(*f*) 9
TOTAL	113

(*a*) Including Sanskrit, Hooghly, Krishnagar, Rajshahi, Cuttack and Chittagong.

(*b*) Ditto an officer lately indented for from England, and one to be appointed as Assistant Lecturer.

(*c*) Four Native Inspectors, including one for Orissa.

(*d*) Including one for Dacca.

(*e*) Two already absorbed, out of the six originally proposed, by the appointment of Dr. P. Chatterjea and Mr. M. M. Ghose.

(*f*) One already absorbed, out of the ten originally proposed, by the appointment of Babu Hara Nath Bhattacharjea as Head Master, Hindu School.

No. 63. From G. E. MANISTY, Esq., Officiating Accountant-General, Bengal, to the Chief Secretary to the Government of Bengal,—No. 824—G.A., dated the 19th July 1895.

In forwarding herewith the proposition statements of the Education Service of Bengal, received with Director of Public Instruction's letter No. 1415-T., dated 28th June 1895, I regret that I have been unable to verify the scales entered in the column "Present scale" of the proposition statements before submitting them to Government, as no such scales exist in the books of this office. Had there been any hope of my being able to verify the scales by delaying the statements and settling the discrepancies in communication with the Director, I should have done so, but as I see no chance of an early settlement of the differences, I beg to submit the statements, which I understand are urgently required by Government, with the following remarks:—

(1) The proposition statements have not been drawn up quite in accordance with Article 57, Civil Account Code, the names of the officers having been shown, instead of their designations, nor do they clearly show the financial effect of the change.

(2) The numbers of the appointments in Classes I to III of Statement A agree with those shown in the books of this office for the Superior Education Service. In Class IV, however, 17 appointments have been shown, against 19 on the books of this office; but this is explained in the foot-note. The two appointments should not, however, have been omitted from the "Present scale."

(3) In Statement D the greatest discrepancies exist, as shown in the margin, no fewer than 254 appointments having been omitted from the "Present scale," including the whole of the appointments under Classes VI and VII of the Sub-Educational Service. It is not understood, therefore, how the appointments shown by the Director have been entered as the present scale of the Sub-Educational Service, and the only check I have consequently been able to apply is the verification of the pay of the several individual officers shown in the statement.

As per this office scale register.	As per Proposition Statement.		Difference.
Class I, 6	5	+	1
" II, 9	8	+	1
" III, 35	29	+	6
" IV, 49	17	+	32
" V, 86	20	+	63
" VI, 99	...	+	99
" VII, 49	...	+	49
			254

From Sir A. CROFT, K.C.I.E., Director of Public Instruction, Bengal, to the Secretary to the Government of Bengal, General Department,—No. 3304, dated the 23rd July 1895. No. 64.

In continuation of my No. 1414, dated the 28th June 1895, and in reference to letter No. 824-G.A., dated the 19th July 1895, from the Accountant-General, Bengal, to the address of the Chief Secretary to the Government of Bengal, of which a copy has been forwarded to me with his No. $\frac{G.A.}{824}$-A., of the same date, regarding the proposition statements in connection with the proposed reorganization of the Educational Service in Bengal, I have the honour to submit the following explanations in reference to the Accountant-General's remarks on the statements :—

(1) In order to make the statements readily intelligible, both the names and designations of the officers have been shown, instead of the designations only, as required by the Civil Account Code, and I do not understand how the statements, as they stand, do not clearly show the financi al effect of the change.

(2) The sanctioned number of appointments in Class IV of the Superior Branch of the Bengal Educational Service is 19. There are at present nine officers in that class, and ten appointments are vacant. As Messrs. Hallward and James were appointed on a fixed salary of R800 a month each, outside the classified list, there are actually eight and not ten appointments vacant.

(3) The total number of appointments distributed over the several classes of the existing Subordinate Educational Service amounts to 332, as shown in the margin.

Class	I	6
„	II	9
„	III	35
„	IV	49
„	V	85
„	VI	99
	VII	49
		332

Under the proposed scheme for reorganization, that Service is to be split into two distinct services :—

(1) The Provincial Educational Service, and

(2) The Subordinate Educational Service.

The statement D refers to the former service, and in it are shown only those appointments, both in the graded and in the unclassified list, which are to come into the Provincial Service.

From Sir ALFRED CROFT, K.C.I.E., Director of Public Instruction, Bengal, to the Secretary to the Government of Bengal, General Department,—No. 3542, dated the 29th July 1895. No. 65.

In reference to the letter from the Secretary to the Government of India in the Home Department, No. 209, dated the 6th May 1895, copy of which was forwarded to me with your No. 32-T.G., dated the 16th idem, in which it was explained that the Inspectorship of European Schools and the Superintendentship of the School of Art, although included in the European Service list, were to be considered special appointments carrying specific rates of pay, and therefore not to be affected as regards pay by the present proposals for the reorganization of the Education Department, I have the honour to submit, for the favourable consideration and orders of Government, the enclosed copy of a letter from Mr. H. A. Bamford, Inspector of European Schools, in which he appeals against his exclusion from full membership of the Superior Educational Service, and prays that he may be granted the same terms as other members of that service, appointed like himself in England.

2. In his letter, Mr. Bamford sets forth the grounds on which he bases his appeal, and requests me to forward it to the proper authorities with an expression of my opinion as to the way in which he performs his duties. To take the latter point first, I hasten to state that Mr. Bamford's discharge of his duties as Inspector of European Schools has given me, as I believe it has given the Government, uniform and unqualified satisfaction. The work has never been better done, never done more thoroughly or with greater insight into the needs and capacities of schools, than it has been during the five years of Mr. Bamford's incumbency. He has secured the entire confidence of school teachers and managers, as well as of the Department, and the unquestioned position of authority which he has thus gained contributes in no small degree to the efficiency of the schools under his control.

3. In illustration of the character of his work, and of the spirit in which he undertakes it, I may be permitted to refer to the entire change of system which, on his initiative, was

introduced into the system of grants-in-aid to European schools in Bengal, shortly after he had succeeded to the Inspectorship. The new system involved the entire abandonment of the method of payment by results, and the substitution of payment by the attendance and classification of scholars, without any reference to the results of examination. It was a bold departure, which had not been anticipated in that form even in England; but Mr. Bamford's position was maintained* by arguments showing such clear insight into the conditions of European education in India, and so much force and breadth of view, that they were accepted by the Government without demur, and the system which he advocated is now the established system of Bengal. It was introduced, as Mr. Bamford urges, "without hitch or friction;" its success is already conspicuous; and, if external testimony in its support be required, it is supplied by the unanimous recommendation of the Committee recently appointed by the Government of India to revise the European School Code, in favour of the principle of the system followed in Bengal. It should also be remembered that one result of the introduction of the system in 1893 was the immediate abolition of the post of Assistant Inspector on R300 a month, and the saving of that officer's salary and travelling allowances, as the simplicity of the new system enabled the Inspector to do the whole work of inspection without help.

* (See his letter No. 328, dated 28th February 1893, forwarded with Dr. Martin's letter No. 1868, dated 25th March 1893.)

4. If it be objected that the Superior Service of the Education Department is intended for University men who have taken high honours, and that most, if not all, of the present members of the service belong to that class, I would beg leave to urge that Mr. Bamford, though not a University man, is a specialist of a very high degree of skill, and of exceptional experience and training. He was recruited, not from an elementary school, but from the Carmarthen Training College, where he had had seven years' experience in the training of teachers, and was specially selected for the Bengal appointment on that account. He informs me that his salary and allowances in that appointment averaged £300 a year and everything found, including board and lodging, fire, light and servants. Inspectors of Schools in England are recruited from this source (the staff of Training Colleges) as well as from the Universities; and Mr. Bamford has supplied me with the names of three gentlemen who, to his knowledge, have recently been appointed Inspectors of Schools from Training Colleges. Their names are—

(1) Mr. H. Holman, Senior Lecturer and Lecturer on School Method at Aberystwith Training College;

(2) Mr. H. Ward, Senior Tutor at Borough Road Training College.

(3) Mr. E. G. Baker, Senior Tutor at Carmarthen Training College.

The last named Inspector was Mr. Bamford's immediate successor at Carmarthen. These facts not only show what prospects of promotion Mr. Bamford gave up by accepting the Bengal appointment, but also, I would submit, furnish a valid precedent for giving him the position for which he now prays.

5. I should wish to refer once more to the Committee lately appointed for the revision of the European Code, of which Mr. Bamford was a member. Of that Committee I was President: and I am speaking with strict moderation when I say that there was no member who commanded more authority with the Committee, or whose opinions carried greater influence in the decisions at which it arrived. The other official members, whose duties are of the same kind as those which Mr. Bamford so efficiently discharges, all belonged to the Superior Service.

6. In supporting Mr. Bamford's appeal, I should wish to base it on the following grounds:—First, that when the Government has secured an officer of exceptional ability, experience, and force of character, whose work has been characterised by successful and economical reforms, it is to the advantage of Government, no less than of the officer himself, to reward him by a position corresponding to his merits. Mr. Bamford is, I presume, not unaware of his own value, and I know that he feels acutely the contrast between his present "outside" position, and that of officers who do not better work for the State than he does. Efficiency depends upon contentment, and I have no doubt that if Mr. Bamford's position were improved in the way that he desires, the removal of a distressing disability would make itself felt in sustained or even increased powers of work.

Secondly, as regards the future, I have little doubt that if the appointment of Inspector of European Schools were definitely included in the cadre of the Superior Service, it would be

easy to secure, when that appointment again fell vacant, an officer of the same qualifications as those which Mr. Bamford brought to the work. It is on every account desirable to maintain this high standard of efficiency in the Inspector, and I am by no means sure that this would be possible if the conditions of his appointment remained unchanged. As Mr. Bamford points out in his letter, the importance attached by the Government to the office of Inspector of European Schools was shown by the creation of a special appointment in Class II for the late Mr. A. M. Nash when he was first appointed to the office, and by his retention in Class II, after quitting it, on the ground of the good work that he had done therein.

Thirdly, the reorganization of the Department affords a timely opportunity for getting rid of exceptional terms of service, and placing all the officers of the European Services, including the Superintendent of the School of Art, as well as the Inspector of European Schools, on the same general list. If my recommendation should be regarded with favour by the Government, it would only be necessary to alter the number of appointments on R500 rising to R1,000 in the reorganized service from 19 to 21. The effect as regards Mr. Bamford's appointment would be to raise its average value from R666⅔ to R800; while as regards the Superintendentship of the School of Art, the value of the appointment would be reduced from R1,000 to R800. Thus there would be no difficulty on financial grounds. It would not be necessary to make these officers eligible for the personal allowances which form part of the new scheme, since the appointments in question need not be included in the privileged list.

7. In paragraph 4 of my letter No. 3568, dated the 13th July 1890, to your address, I strongly recommended the appointment of Mr. Bamford, as Inspector of European Schools, to Class IV of the Superior Service, in which he had been for some time acting. The proposal was not sanctioned; and while Mr. Bamford felt the refusal as a severe disappointment, he did not allow it to interfere with the thoroughness and efficiency of his work. I beg to express the earnest hope that, at a time when the Superior Service is being reorganized, and when Mr. Bamford has shown, by five years of efficient work, his exceptional fitness for the post that he fills, his services may receive the recognition that I have ventured to claim on his behalf.

From H. A. Bamford, Esq., Inspector of European Schools, Bengal, to Sir Alfred Croft, K.C.I.E., Director of Public Instruction, Bengal—No. $\frac{D}{60}$, dated the 22nd July 1895.

In your letter of the 20th instant you inform me, in reply to an enquiry of mine, that under the new reorganization scheme of the Education Department, I am to be included in the European Educational Service, but that my appointment has been treated as a special one, so that my position as to pay will not be affected by any changes now to be made.

I now desire to appeal, most respectfully, against the decision with regard to my pay, and to pray that I may be granted the same terms as other members of the European Educational Service.

The grounds of my appeal are as follows:—

(1) I was appointed in England, by the Secretary of State, to be Assistant Inspector of European Schools in Bengal, and I joined my appointment in February 1885. The Venerable Archdeacon Baly had been entrusted with the selection; and I was recommended to him by the Reverend T. W. Sharpe, then Senior Inspector of Schools for England and Wales, as being myself an expert in teaching, as having had nearly seven years' experience in training teachers, and as being thoroughly familiar with the working of schools in England. I therefore came out to India as an experienced specialist.

(2) I served as Assistant Inspector from February 1885 to November 1890, during which time I took charge of the duties of the Inspector for three months on one occasion, officiated as Inspector for three months on another occasion, and practically did all the work of the Inspector from July 1890 up to November of that year, since when I have been the Inspector of European Schools, Bengal.

(3) When the office of Inspector of European Schools was first established, an additional appointment was specially created for the holder, *i.e.*, "for the Inspector of European Schools, Bengal," in Class II of the Bengal Educational Service. This additional appointment was distinctly connected with the office, and was not in any way a personal one. This proves the importance attached to the office, and what estimate was formed of the value of the services of whoever

might be appointed to fill it. My immediate predecessor, Mr. A. M. Nash, was the first Inspector of European Schools, Bengal, and during the whole tenure of his appointment he served in a higher class and drew higher pay than he was otherwise entitled to, solely on account of his being Inspector of European Schools.

(4) It cannot be urged that the work had become less important or less difficult by the time I succeeded Mr. Nash, as this would imply that Mr. Nash had, near the end of his tenure of office at any rate, been drawing more pay than the work of his appointment deserved, whereas he was permitted after his transfer to retain the higher rank and higher pay he had enjoyed as Inspector until such time as he would, in the ordinary course of promotion, become entitled to that rank and pay; this privilege being granted to him expressly on the ground of the valuable work he had done as Inspector of European Schools.

(5) The low salary which I have received as Inspector could not have been so small on account of any diminution in the importance of the work, but was given, I presume, as a temporary arrangement until I demonstrated my ability to fill the office satisfactorily. It might with fairness be urged that Mr. Nash had the difficult task of getting a newly-introduced system into good working order. I only ask that it may be remembered that I assisted in bringing this to a successful issue, and that I have accomplished a still more difficult task since I became Inspector, namely, the creation of an entirely new system, and its introduction in supersession of that which was firmly established, without hitch or friction.

(6) Since I became Inspector the number of scholars has increased, and the work of the Inspector has grown with that increase. I have effected a very considerable saving in the cost of inspection in spite of this, as I have done the work for the last two years without the help of an Assistant Inspector. To clearly illustrate the extent of this saving, if my present salary were to be doubled, *i.e.*, to be made R1,500 a month instead of R750, the cost of inspection would still be R300 a month less than what it was before my appointment as Inspector, as Mr. Nash's salary and mine at that time amounted together to R1,800 a month.

(7) My predecessor's position was, as I have shown, that of an officer in the Superior Service, in one of the higher grades. Were the office to become vacant to-morrow, it would without doubt be filled by a man enjoying all the privileges of the Superior Service. Not to grant these to me, if my duties are performed satisfactorily, is therefore tantamount to branding me as inferior.

(8) I am nearly 42 years old, at which age a man who does his work well ought not only to be able to live as befits his position, but ought to be able to save for his family. My present salary does not permit this.

I have the honour to request that you will forward this appeal to the proper authorities, with an expression of your opinion as to the way in which I perform my duties, and my ability for the office I hold; and that you will do me the further favour of adding whatever recommendation you are able to make.

No. 66. From the Government of India, Finance and Commerce Department, to Her Majesty's Secretary of State for India,—No. 351, dated the 11th December 1895.

We have now the honour to reply to Lord Cross' Despatch No. 9 (Public—Educational), dated the 28th January 1892, regarding the reorganization of the Educational Services in India. We regret that the necessity for twice referring to Local Governments and Administrations, which will be apparent from the papers referred to in the annexed list, and the protracted correspondence with the Government of Bengal on certain matters of detail, have so considerably delayed this reply; but we preferred that the scheme put forward should, as far as possible, be complete. We would observe at the outset that in requesting Local Governments and Administrations to submit proposition statements showing the effect of the reorganization in each Province, we impressed upon them the necessity of keeping strictly within the limits of existing expenditure so far as that was compatible with the adoption of the new scheme. It

is to be understood, therefore, in those instances in which the proposed scale exceeds the present, that the additional expenditure is essential to the reorganization. We proceed to notice the more important features of the scheme.

2. It will be observed that the reorganization will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are, in the service of Government, no Principals or Professors of Colleges: and the Government of India accepted the Officiating Chief Commissioner's view that the Province was not ready for the constitution of a Provincial Educational Service. It was agreed also that the Inspectorships of Schools in Burma must be filled by recruitment in England: and that they should be filled in future on conditions similar to those on which officers will be recruited for the European Educational Service generally. There is, therefore, no proposal for a general reorgnization of the Service in Burma. In Assam the Director of Public Instruction alone will be in the European Service; and this officer, who is on the Bengal Establishment, will be recruited for by the Government of Bengal. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, fall in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. We accept the opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing.

3. The first question for decision is the designation to be given to the three Services of which the Educational Department will consist in future. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department should, we think, be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former should consist of two branches, one including all posts to be filled by persons appointed in England, which we propose to call "the European Educational Service," and the other including all posts to be filled by recruitment in India, which we propose to name "the Provincial Educational Service." We have selected these terms after much deliberation with the object of recognizing facts. We prefer the term "European" to the term "Imperial," which has been adopted in certain other Departments, as the latter would not be suitable for an Educational Service which is restricted to a particular province.

4. It is necessary next to decide where the dividing line should be drawn between the Superior (Provincial) and Subordinate Services. In paragraph 5 of the Despatch of Lord Lansdowne's Government, No. 17 (Public), dated the 25th March 1891, it was proposed that the line should be drawn so as to include in the former service all appointments on pay of more than R200 a month, and in the latter service all appointments of less value. On further consideration, however, we are of opinion that the correct principles of demarcation are—

(1) that the line between the two services should be drawn rather according to the nature of the office held than according to pay;

(2) that, generally, Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Head Masters of District Schools and officers of lower rank should be classed in the Subordinate Service;

(3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and that on the other hand, offices on higher pay than R200 (such as the senior Deputy Inspectorships in Bengal) may, at the discretion of the Local Government, be classed in the Subordinate Service.

It will be perceived that under these principles it is impossible to accept the proposal of the Government of Bombay (*vide* paragraph 11 of their letter No. 417, dated 23rd February 1894) that Deputy Educational Inspectors and Head Masters of High Schools should be included in the Provincial Service. The appointment of Deputy Inspector in Bombay does not, as stated by the Bombay Government, correspond to those of Assistant and Joint Inspectors in Bengal, for while the jurisdiction of the latter officers extends through several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, the duties of a Deputy Inspector in Bombay, as in Bengal, are confined to a single district. If, therefore, the Deputy Inspector in Bengal should properly be classed in the Subordinate Service, so should the Deputy Educational Inspector in Bombay. Similarly

Head Masters of High Schools in Bombay are not comparable with Head Masters of Collegiate Schools in Bengal. The Head Masters of High (*i.e.*, Zillah or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zilla Schools in Bengal, who are included in the Subordinate Service. We are prepared to agree to the Head Masters of certain Collegiate Schools in Bombay, *viz.*, the Elphinstone Poona, Ahmedabad and Karachi High Schools, being entered in the Provincial Service, but we find it impossible to go further. The Local Government will be informed of this decision when Your Lordship's orders on the whole scheme have been received, and the list of appointments in the Bombay Provincial Service now forwarded by us will be subject to modification on this account. All the Deputy Inspectorships have been removed from the Provincial list. We have accepted the view of the Government of Madras that in that Presidency the Provincial Service may be organized by grades, on the basis of pay, since, in the result, the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. The Government of the North-Western Provinces and Oudh had included in its Provincial list four Head Masterships of District Schools on R400 a month and two Head Masterships on R350 a month. It is stated that the District Schools are ordinary High Schools, teaching up to the Entrance Examination, and that the present Head Masters are, with few or no exceptions, graduates of a University. The six appointments mentioned constitute the two highest grades. We agree to the retention of these six appointments in the Provincial Service on the understanding that the schools to which these officers are appointed are of the Collegiate class. We have removed the Registrar, Education Department, Punjab, from the Provincial to the Subordinate Service, as we do not consider the status of this officer to be such as to justify his retention in the former service.

In other respects the Provincial schemes now submitted adhere generally to the principles enunciated above, but in Bengal and the Punjab we have permitted the inclusion of the grade of R150 in the Provincial Service as it is represented that efficient men can be obtained on that initial salary. The maximum salary has, however, everywhere been fixed at R700 a month. As will be seen from our Home Secretary's letter No. 118, dated 22nd February 1895, we have acquiesced in the repeated recommendation of the Government of Bengal that a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, should be included in the Provincial Service list in Bengal, on personal grounds, the concession not extending to their successors in office. We append a list showing the appointments to be included in the European and Provincial Services, respectively, of the several Provinces affected by the reorganization.

5. Turning to the financial aspect of the reorganization, we entirely concur in the opinion expressed in paragraph 6 of Lord Cross' Despatch of 28th January 1892 that the prospects of Professors recruited in England during their earlier years of service should be improved. We have accordingly decided to accept for officers of the European Service the scale of pay there suggested, namely, that during the probationary period of five years the salary should be R500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of R600, or even R700, in special cases when the services of a competent officer cannot otherwise be secured; and that, in the second period, the salary should rise from R750 to R1,000, the maximum being attained at the end of ten years. This will be the general rule, but in the exceptional cases (*e.g.*, the Superintendentship of the School of Arts, Calcutta) it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments included in the European Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries, and the holders of them will not, as a matter of course, be eligible for the pay of R500, rising to R1,000, which will be reserved for Professors, Inspectors and Principals.

6. As regards the question whether higher salary should be open to a Professor as such, which was specifically raised in paragraph 6 of Lord Cross' Despatch of 28th January 1892, we were inclined to think that, although, as observed above, the position and the prospects of Educational Officers will be considerably improved in the earlier years of their service, yet it might be undesirable, as being likely to create discontent in the Department, if a large proportion of its members were to attain after ten years the highest pay open to them. In this view it seemed to us that it might be desirable to adopt such a proposal as that put forward by the Government of Bombay, namely, that an officer of 20 years' approved service, whose total salary did not exceed R1,000, should be given a special allowance of R100 a month, and that, if the allowance were refused to him, he should be called upon to retire. We accordingly invited the opinion of Local Governments and Administrations on a modification of the Bombay Government's proposal, whereby 15 years' service was substituted

for 20 as the period after which the special allowance might be given, or the officer called upon to retire; and we asked that this modified proposal should be considered with reference to the suggestion in Lord Cross' Despatch that a stipulation should be included among the terms of Educational Service, reserving to Government the right of requiring an officer of more than five years' service to retire if it were deemed to be to the public interest that he should so retire though not permanently incapacitated by bodily or mental infirmity. Of the Local Governments consulted, the Chief Commissioner of the Central Provinces alone opposed the enforcement of the condition that an officer should be required to retire from the service if the special allowance were refused to him. But on a further consideration of the matter, we have concluded that it would be inexpedient to reserve and to notify this power of compulsory retirement. When such a power is not found necessary in other Departments, it cannot be said to be indispensable in the Education Department, and it would probably injure the popularity of the service to expressly warn recruits that they are liable to be required to retire on a small pension at a comparatively early age. We recommend, therefore, that the special allowance of R100 per mensem should be given after 15 years' service to meritorious officers who are not drawing a personal allowance, without prescribing any rule for the compulsory retirement of those to whom the special allowance is not given.

7. We have adopted the plan suggested by Lord Cross, of attaching personal allowances to the office of Principal and Senior Inspector of Schools. We think that there should be two grades of allowances of R250—50—500 and R200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the present Graded List, which will be supplanted by the new system. We are of opinion that the allowances should be strictly *personal*, within the meaning of the Civil Service Regulations, *i.e.*, that they should be held continuously by officers whether on duty or on leave, and not be given to those who act for them during their absence. We recommend the following scale of allowances for the several Provinces:—

Madras.—(*a*) Two allowances of R250—50—500, to be given to the Principal, Presidency College, and the Senior Inspector of Schools; and (*b*) two allowances of R200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakonam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if his claims to it are considered superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of R250—50—500 a month, to be given to the Senior Principal and the Senior Inspector; and (*b*) three allowances of R200—10—250 a month, to be given to the remaining two Principals of Colleges, and to the second Senior Inspector.

Bengal.—(*a*) Two allowances of R250—50—500 a month; and (*b*) three allowances of R200—10—250 a month. The allowances will be open to the two Senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior (or most deserving) men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of R250—50—500 a month; and (*b*) two allowances of R200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of R250—50—500 a month to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and Senior Inspector of Schools; and (*b*) one allowance of R200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of R200—10—250 a month, to be given to the Principal of the Jubbulpore College.

8. In paragraph 6 of the Despatch of 28th January 1892, Lord Cross expressed the opinion that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service. We have considered this question in consultation with Local Governments, and have decided upon the following distribution of Inspectorships between the European and Provincial Services in each Province:—

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It will be observed from paragraph 6 of the letter from the Government of Bombay, No. 1725, dated

the 13th August 1892, that two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision. The Province of Sindh, with its numerous Muhammadan institutions, also requires European Inspection, as the strong antagonism of race and religion which prevails in that Province would render it very difficult for a Native Inspector to control the Educational Department so far removed from the personal influence of the Director of Public Instruction. For these reasons we entirely concur in the view of the Bombay Government that it is not possible to transfer more than one Inspectorship to the Provincial List.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a joint Inspector for Orissa) to be recruited in India. It will be seen from the papers cited in the annexed list that we have been unable to accept the proposals of the Government of Bengal in this matter. The Local Government had recommended that there should be two Inspectors (excluding the Inspector of European Schools, whom it was originally proposed to include in the Provincial Service) recruited in England, and three Inspectors (including the Joint Inspector for Orissa) recruited in India. We are, however, strongly of opinion that this staff is not sufficient to secure the thorough inspection of schools in Bengal. At present most of the Inspectors cannot visit all their districts in any single year, and a division is inspected fully every other year and incompletely in the intermediate years. In three out of the four circles which the Bengal Government proposed to maintain, even if an Inspector's work were restricted to inspecting Secondary Schools, he would have to inspect on an average nearly two schools a day (Sundays included). But an Inspector's work is not confined to the inspection of Secondary Schools. He is an administrator, he has office work, and it is necessary that he should keep himself informed of progress made in Collegiate and Primary Education. The operations of the Education Department in Bengal extend over an area of 165,930 square miles containing 73,043,697 inhabitants, and include the supervision of 67,217 schools, public and private, of which 2,463 are Secondary. The system of teaching in schools, the subjects taught, the books used, the discipline maintained, and the practices of masters and scholars, require close attention and supervision at the hands of superior officers of the Department. For the adequate performance of these duties we are convinced that the inspecting staff recommended by us is the lowest possible.

North-Western Provinces and Oudh.—Three Inspectors to be recruited in England and two in India. Sir Auckland Colvin had proposed that two of these officers should be included in the European Service, and three in the Provincial; but we consider that at least three of them should belong to the former Service, since one will be required for the inspection of European Schools, and two Inspectors will be too small a number from which to make the selection of a Director of Public Instruction. In its letter No. 581, dated the 25th October 1893, the Local Government has repeated the proposal previously made; but as the main reason here urged is the necessity for meeting the expectations of three officers of advancement in the Provincial Service, and as one of them (Mr. Budden) has already been provided for by his appointment* to the European Service, there is no longer any ground for including, even temporarily, three Inspectorships in the Provincial Service.

* *Vide* Sir H. Fowler's Despatch No. 61 (Public—Educational), dated 12th July 1894.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications; but the Government of the Punjab is of opinion that this cannot be done at present with due regard to the full efficiency of the Service.

9. The idea of appointing Professors to officiate as Inspectors was not favoured by Lord Cross, but he was of opinion that a permanent transfer from the former to the latter class might sometimes be in the public interest. We have consulted Local Governments on this question, and we think that it is a matter in which full discretion must be allowed to them, as they are in the best position to judge when such transfers are desirable or necessary.

10. It was observed, in paragraph 6 of Lord Cross' Despatch of 28th January 1892, that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganization. Head Masters appointed in England are to be found only in the Bombay Educational Service, and the Local Government propose that three Head Masterships should be recruited for in

England, that a pay of R500—50—750 a month be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the European Service. We approve these proposals and recommend them for Your Lordship's sanction.

It will be necessary also to recruit for another Head Mastership in England, namely, the Head Mastership of the Central Model School in the Punjab; but this will be a special appointment, carrying a salary of R400 a month.

11. The question of the leave and pension rules to be applied to Educational Officers appointed in England has already been settled in the correspondence ending with Your Lordship's Despatch No. 59, dated the 11th April 1895. All such officers will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations; but their pensions will be regulated by the ordinary Superior Service pension rules in Chapters XVIII and XIX modified by the concession of adding, in certain cases, three years to their qualifying service allowed by Article 441, and the concession admitted to Directors of Public Instruction, by the Despatch of 11th April 1895 referred to above, of an additional pension of R1,000 a year, provided they have satisfied certain conditions. The probationary service of officers whose services have been continued beyond the probationary period, as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will, as observed in paragraph 8 of the Despatch of 28th January 1892, reckon both towards leave and pension, and we recommend that such service should also count for increments under the new scheme.

In this connection we would refer to the application * from the Madras Government for the immediate admission of Mrs. Brander and Miss Carr, Inspectresses of Schools in that Presidency, to the favourable leave rules in Chapter XIII, Civil Service Regulations. We have accepted the Local Government's opinion that these posts should, for the present, be included in the list of appointments to be recruited in England, as in the present state of female education it will not be possible to fill them by recruitment in India. We accordingly recommend that, so long as the posts are held by ladies appointed in England, the holders should be entitled to the more favourable leave rules.

* Letter No. 651, dated the 2nd August 1895.

12. It is necessary here to refer to the question of the treatment of existing members of the graded service. We are of opinion that no officer now in the Service should suffer by the reorganization, and for this reason it will not be possible to abolish the Graded Service at once, as much dissatisfaction would doubtless be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. We, therefore, propose to allow every European officer, who has been permanently appointed to the Graded List, the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur in it, subject to the conditon that only those considered fit for promotion will get it. Native officers of this service, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service under the two-thirds rule, and entering the Provincial Service. Such cases are those of Mr. Venis, of the North-Western Provinces and Oudh Educational Service, and Messrs. Percival, P. B. Mukerjea and R. P. Mukerjea and J. C. Bose of the Bengal Service, regarding whom the Local Governments concerned have already been addressed. Another is that of Rai Bahadur Piyari Lal of the Punjab Service, whose position, with reference to the reorganization, it will be necessary to explain to the Punjab Government. We agree with the Government of Bombay in thinking that the principle that existing members should in no case suffer by the reorganization should be equally applicable to the Provincial Service.

13. Connected with the question of the treatment of Native Officers at present in the Graded Service, is the question of the position of Natives of India who may in future be appointed in England to the Educational Service. The Government of Bombay have recommended (paragraph 2 of their letter No. 1725, dated the 13th August 1892) that if any native of India is recruited for the Imperial (European) Branch by the Secretary of State in England, he should be eligible for all the advantages attached to that Service, just as a member of the Indian Civil Service is entitled to enjoy the salary and prospects of that Service irrespective of nationality. It seems to us, however, that the analogy suggested by the Bombay Government does not hold. The Indian Civil Service is recruited by open competition, and it is impossible to refuse to a successful candidate the advantages offered to all competitors, because he is a Native of India. The system of selection for the Educational Service is quite different; and we are of opinion that Native candidates in England

for employment in that Service, who possess European degrees, should ordinarily, as has been done in the past, be referred to the authorities in this country for appointment, since a well-qualified candidate of the kind is certain to be welcomed for any vacancy which he may be suited to fill. There may, however, be exceptional cases in which the Secretary of State may consider it desirable in the public interests to appoint in England a Native of India, and, in such cases, we consider that the full pay admissible to European officers should be granted also to them.

14. The question of the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service, remains to be referred to. Various proposals have been made by Local Governments, and we were at first inclined to think that the principle involved in the suggestion of the Government of Bombay, that the salary of the Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial list (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European list should draw acting allowance on the salary of a Provincial Professor or Inspector), was the right principle. It appears, however, that the adoption of this principle would lead to certain complications, and the majority of the Local Governments to whom we referred the question are in favour of the proposal of the Government of Madras that Provincial officers acting for officers on the European list should receive a uniform allowance of R100 a month in all cases. We recommend that this proposals may be sanctioned, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

15. Passing finally to the details of each Provincial scheme, it will be observed that the Office of Director of Public Instruction has been excluded from the lists, but Local Governments and Administrations have been informed that the omission of the post from the lists should not interfere with the principle that, *cæteris paribus*, the appointment is to be given to a member of the Educational Service. In the Madras Presidency and in the North-Western Provinces and Oudh, however, the post is included in the cadre of the Indian Civil Service. As we have recommended that the position of Art Schools in India should remain unchanged for the present, the Principalships of these schools have been included in the European Service lists, except in the Punjab, where the Local Government has decided that the appointment should not be recruited for in England, as will be seen from our Despatch No. 13, dated the 23rd October 1895.

We have had pro position statements prepared for each of the Provinces affected by the reorganization. These statements have been drawn up on a uniform basis and represent, in most cases, the financial effect of the reorganization more accurately than the statements submitted by Local Governments.

16. *Madras.*—In the Madras European Educational Service there will be in all (including three supernumeraries costing R2,000 a month) 22 appointments, the cost of which will be R16,893-5-4 a month. There will be 14 regular appointments on R500—1,000; and the remaining 5 appointments (*i.e.*, excluding three supernumeraries) will be those of the Senior and Junior Inspectress of Schools, the Vice-Principals of the Teachers' College and the College of Agriculture, and the Superintendent of the Presidency Training School for Mistresses. We agree with the Madras Government that these five appointments should, for the present at all events, be recruited for in England. The pay of the Senior Inspectress of Schools (R500—20—600) and of the Vice-Principal, Teachers' College (R400—20—500), will remain unchanged. But it is proposed to raise the pay of the Junior Inspectress of Schools from R400—500 to R450—500, and to lower that of the Superintendent, Presidency Training School for Mistresses (the present incumbent receives R350 only by agreement), from R400—20—500 to R350—10—450 a month, so as to make it worth the latter's while to take up the former appointment whenever this may become necessary. It is also proposed to reduce the pay of the Vice-Principal, College of Agriculture, from R500—25—750 to R400—20—500 (the pay of the Vice-Principal of the Teachers' College). We accept these proposals and recommend them for Your Lordship's sanction. We have also accepted the view of the Madras Government that the post of Principal of the Law College should be removed altogether from the cadre of the Educational Service, as it is not strictly an educational appointment. It will be observed that the proposals of the Madras Government in regard to the European Service will effect a saving of R1,356-10-8 a month, which will be increased, on the absorption of the three supernumeraries referred to above, to R3,356-10-8 a month. The supernumeraries are two Inspectors and one Professor, whom it has been proposed to transfer to the Provincial List, but who may elect to continue on the European List under the option to be given them.

In the Madras Provincial Service there will be 35 appointments, costing R12,850 a month, as compared with 30 appointments at present, costing R9,756-10-8 a month. There will thus be an increase, on the Provincial Service alone, of R3,093-5-4 a month; but two appointments on R700 and one on R600will not be given effect until the three supernumeraries, costing R2,000 in the European Service, have been absorbed. The ultimate financial effect will be a decrease of R3,356-10-8 a month in the European Service, and an increase of R3,093-5-4 in the Provincial Service, or in the case of the two services together a decrease of R263-5-4 a month, as shown in the proposition statement.

17. *Bombay.*—In the Bombay European Service there will be, as at present, 21 appointments, but the cost will be reduced from R17,300 to R17,166-10-8. The service will consist of 3 Principals of Colleges (the Elphinstone and Deccan Colleges and the College of Science, Poona), 8 Professors, 3 Inspectors of Schools, or 14 regular appointments in all—3 Head Masters of Schools, the Principal and Vice-Principal of the Sir Jamsetjee Jeejeebhoy School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges. We were at first inclined to think that the Vice-Principalship of the School of Art should, like the similar appointment at Madras, be included in the Provincial Service; but, as the Bombay Government represent the want of duly qualified natives to fill the post, we have no objection to its remaining on the European Service list. The Local Government have suggested that, as the future of the Poona and Ahmedabad Female Training Colleges is to some extent uncertain, the posts of Lady Superintendent of these institutions should, for the present, be excluded both from the European and Provincial Service lists. We do not, however, consider this a sufficient reason for omitting the appointments from the cadre of the Educational Service, and as their being on the European Service list merely indicates that they are recruited for in England and does not bind the Local Government to recruit for them there if it is considered unnecessary to do so, we prefer that they should be borne on that list. The Bombay Government have asked that the saving referred to above may be distributed over the European Service; but we see no reason why this should be done, and the saving eventually shown by the proposals regarding this service is small. With reference to the list of unclassified appointments submitted with the letter No. 417, dated 23rd February 1894, from the Government of Bombay, we consider that the Director of Public Instruction, the whole staff of the Grant Madical College, the Law Professors and Lecturers, the Curator, Central Book Depôt, and the two appointments in the Bombay Veterinary College, should not appear at all in the lists. The staff of the Rajkumar College are, it is understood, employés of a private endowment.

The Bombay Provincial Service will be divided into two classes, consisting of 14 and 24 appointments, respectively, or 38 in all, as compared with 38 appointments at present. In the list (No. 3) showing appointments in Class II of the Provincial Service, submitted with the Bombay Government's letter No. 417, dated the 23rd February 1894, the following alterations are necessary :—

(1) The Vice-Principalship of the Elphinstone High School has since been abolished with our sanction.

(2) Twenty-one appointments of Deputy Educational Inspector should be transferred to the Subordinate Service—*vide* paragraph 4, *supra*.

The proposed cost of the Provincial Service is R12,100, as compared with R11,687-12-5 at present, or an increase of R412-3-7 a month. On the European and Provincial Services together there will be an increase of R278-14-3 a month, as shown in the proposition statement.

18. *Bengal.*—In the Bengal European Service there will be 27 posts (including the Superintendentship of the School of Art) costing R23,333-5-4 a month, as compared with 41 posts at present costing R34,350 a month. There will thus be a saving of R11,016-10-8 *per mensem*. The Government of Bengal has recommended that the appointments of Inspector of European Schools and Superintendent, School of Art, should be considered regular appointments on the European Service list. The Superintendentship, however, carries a salary of R1,000, and as it will probably be impossible to the secure the services of a competent officer on the initial salary (R500) of the future European Service, we consider that the appointment should be treated as a special one and not be subject to the conditions attaching ordinarily to Principalships, Professorships, and Inspectorships on the European Service list. The Superintendentship has been included in this list as it will have to be recruited for in England. As regards the Inspectorship of European Schools, it will be seen from the correspondence ending with Lord Cross' Despatch No. 12 (Public—Educational), dated the 22nd January 1891,

that Lord Lansdowne's Government were opposed to the Bengal Government's proposal to appoint Mr. Bamford to the Graded Educational Service for two reasons:—(1) because the graded list was to be gradually abolished, and (2) because, if an appointment were made, the selection of an officer in England would rest with the Secretary of State. Mr. Bamford's work is, however, highly commended by the Government of Bengal, and, as regards the future, it seems to us that the Inspector of European Schools should be at least as well qualified as an Inspector of Native Schools. We, therefore, recommend that Mr. Bamford should now be admitted to the European Service, and that the appointment at present held by him should be placed as a regular appointment on the European Service list.

In the Bengal Provincial Service there will be 113 appointments costing R29,250 a month, against 100 appointments in the present scale costing R23,350. There will thus be an increased expenditure of R5,900. It will be noticed that we commended to other Governments the arrangement of the Bengal Provincial Service as one that should be followed generally: though we were unable to accept the Lieutenant-Governor's view that the highest pay for the Provincial Service in this Province should be R800 per mensem. There will be a saving, on the European and Provincial Services together, of R5,116-10-8 a month.

19. *North-Western Provinces and Oudh.*—In the European Educational Service of the North-Western Provinces and Oudh, there will be 11 appointments with an expenditure of R9,683-5-4 a month, against a present strength of 12 officers costing R11,233-5-4 a month. The reorganization will, therefore, effect a reduction in cost of R1,550 *per mensem.* The future strength of the Provincial Service will be 24 officers, and the cost R7,750 as compared with the present strength of 23 officers costing R6,576-10-8. There will thus be an increase of R1,173-5-4 on this Service, but, on both Services combined, there will be a saving of R376-10-8 a month. It will be noticed that in the North-Western Provinces and Oudh, as in the case of the other Provincial Services, we have intimated that fixed rates of pay are more suitable for the Provincial Service than progressive rates. We also considered that the pay proposed for Inspectors by the Lieutenant-Governor and Chief Commissioner was unnecessarily high, and we therefore desired that the pay of the two Provincial Inspectors should be fixed at R700 and R600, respectively.

20. *Punjab.*—In the European Service of the Punjab there will be 8 appointments with an expenditure of R6,650, against 9 appointments at present costing R7,883-5-4 a month. It will be seen from our Despatch No. 13, dated the 23rd October 1895, that the Principalship of the Mayo School of Art, Lahore, is not to be recruited for in England, but we have for the present retained this appointment on the list, as a definite decision regarding it is not yet arrived at, and apparently some compensating expense will be incurred even if it is not filled. We have included in the European Service list the Head Mastership of the Central Model School on R400 a month, which will have to be recruited for in England. There will be a saving on this Service of R1,233-5-4 a month.

In the Provincial Service there will be 17 posts costing R6,100 a month, as compared with the existing strength of 16 officers costing R5,083-5-4 a month. There will thus be an increase of R1,016-10-8 a month. It will be seen that we have transferred one appointment (*viz.*, the Head Mastership of the Central Model School, Lahore) on R400 to the European Service, and that we have removed the appointment of Registrar, Education Department, to the Subordinate Service—*vide* paragraph 4 of this Despatch. The saving on the combined services will amount to R216-10-8 a month.

21. *Central Provinces.*—In the European Service of the Central Provinces there will, as at present, be five appointments, but the expenditure will increase from R4,033-5-4 to R4,850 a month, or by R816-10-8 a month. The strength of the Provincial Service will continue at four officers, though there will be an increase in cost from R1,100 to R1,233-5-4, *i.e.*, by R133-5-4 a month. It will be observed that we have admitted progressive salaries in this case, an exception being, in our opinion, desirable as the Service is so small. The total increase on account of the reorganization will be R950 a month, but this is essential to the scheme.

22. The above summary of the financial results of the proposed changes, as appearing in the proposition statements that we submit, requires to be corrected by two considerations. In the first place, the proposition statements do not take account of the allowances of R100 a month which it is intended to give to deserving officers of the European Service after 15 years, if they are not drawing personal allowances. It is estimated that in the European Services of all the Provinces under consideration there would ordinarily be 29 officers of over 15 years' standing. Twenty of these would be in receipt of personal allowances, and nine would, therefore,

be the maximum number who would receive the allowance of R100 per mensem, the cost of which consequently will not exceed R900 per mensem. The second point to be noticed is that the option allowed to European Officers of the present Graded Service of either entering the European Service or retaining their present position will in some Provinces result in a temporary increase of expenditure. We conveyed our decision that this option would be allowed in our letters of August 1893 to Local Governments. It is no less desirable to improve the position of the present junior members of the Service than to improve that of future recruits; and the intention has throughout been that men who choose to enter the new European Service shall at once draw the pay to which the length of their service entitles them under that scheme, and shall also count their service previously rendered towards the 15 years, after which an allowance of R100 is admissible. The most serious increase of expenditure that will result from officers of the existing staff joining the European Service is expected in Bengal, where the Local Government estimate it at R1,500 a month. The Lieutenant-Governor has, however (paragraph 4 of the letter from the Government of Bengal, No. 2832, dated 14th August 1895), agreed to the additions to salaries, excepting the allowances of R100 per month, which have been already earned by nine officers who have rendered 15 years' service. As these officers can retain their present position if they like, we think that the question of providing the allowances of R100 per mensem may be left to His Honour. As requested by the Government of Bengal, and also by that of the Punjab, discretion will be allowed to Local Governments as to the time within which the scale of numbers and pay fixed for the Provincial Service shall be fully worked up to. The recommendations of the Public Service Commission, in which the present scheme originated, pointed to a large reduction in the staff recruited from England and an increase in that locally recruited: and Lord Lansdowne's Government, in the Despatch No. 17, dated 25th March 1891, so far accepted those recommendations as to contemplate increases to the salary of the Provincial or locally recruited Service in various Provinces, adding that "any increase in pay in any Province would have to be covered by the decrease in the salaries resulting from reductions in the Graded List." Lord Cross, in his Despatch of 28th January 1892, said that part of the saving resulting from reductions in the Graded List should be devoted to giving more favourable terms to graduates in honours recruited in England, so as to raise the quality of the European Service; but the main intention of the scheme remains that previously described, *viz.*, to reduce the European and augment the Provincial staff, and increases or improvements in the latter must as a rule await funds being set free by changes in the Graded Service.

23. There are two other questions, which have arisen out of the case regarding the promotion of Mr. J. Oliver, of the Bombay Subordinate Educational Service, to an Inspectorship in the European Service, to which it is necessary to refer in this Despatch. The first is the question raised in paragraph 3 of Sir H. Fowler's Despatch No. 41 (Public—Educational), dated the 26th June 1895, whether there are any other officers whom, like Mr. Oliver, it would be desirable to promote to the European Service. This matter has been referred to Local Governments and Administrations, and our recommendations will be communicated to Your Lordship on receipt of their replies. Meanwhile we consider it unnecessary to still further delay the submission of the reorganization scheme on this account.

24. The other question has arisen out of the remark in paragraph 3 of Sir H. Fowler's Despatch to the Government of Bombay, No. 5 (Public—Educational), dated the 26th June 1895, that the Secretary of State reserves to himself the power to make even temporary appointments of officers of the Non-graded Service to the Graded List. Your Lordship will see from our Home Secretary's letter * No. 354, dated the 7th October 1895 (copy enclosed), that we have never understood the orders of the Secretary of State in this sense. It has been the practice to allow Local Governments and Administrations to make temporary appointments of non-graded European Officers to the Graded Service, and we believe that our orders from time to time expressing this view of the rule must have come under the notice of the Secretary of State in our Proceedings. After the reorganization of the Educational Services has been effected, however, the question as to which is the proper authority to sanction temporary appointments to the European Service will not arise. Provincial Officers will not be eligible for admission to the European Service; but we have proposed that a Provincial Officer may be appointed to act in a post belonging to the European Service, and that he should receive an allowance of R100 a month conditionally on his salary not being more than the pay of the officer of the European Service for whom he acts. If this proposal is accepted by Your Lordship, it will be open to the Local Government, whenever occasion arises, to provide for a temporary vacancy by appointing a member of the Provincial Service to officiate.

* Addressed to the Government of Bombay.

No. 67.

MADRAS.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.					Proposed Scale.				
No.	Designation.	Pay.			No.	Designation.	Pay.		
	A.—EUROPEAN EDUCATIONAL SERVICE.	R	a.	p.			R	a.	p.
1	1st Class Officer, R1,250—50—1,500 .	1,416	10	8	14	Officers on R500—1,000 .	11,200	0	0
2	2nd „ Officers, R1,000—50—1,250	2,333	5	4	...	Two Personal Allowances, R250—50—500	833	5	4
4	3rd „ „ „ 750—50—1,000	3,666	10	8	...	Two Personal Allowances, R200—10—250.	466	10	8
8	4th „ „ „ 500—50—750 .	5,333	5	4	3(*a*)	Supernumeraries, R500—50—750.	2,000	0	0
1	Superintendent, School of Arts, R500—50—1,000.	800	0	0	1	Senior Inspectress, R500—20—600.	566	10	8
1	Professor of Physics, Presidency College, R500—50—700.	633	5	4	1	Junior Inspectress, R450—10—500.	483	5	4
1	Principal, Teachers' College, R600—50—1,000.	866	10	8	2	Officers on R400—20—500 .	933	5	4
1	Principal, College of Agriculture, R500—50—900.	766	10	8	1	Superintendent, Presidency Training School, R350—10—450.	410	0	0
1	Senior Inspectress, R500—20—600 .	566	10	8					
4	Officers, R400—20—500 . .	1,866	10	8					
24	Total .	18,250	0	0	22	Total .	16,893	5	4
	B.—PROVINCIAL SERVICE.				1	Officer on R550 . . .	550	0	0
					4	Officers „ „ 500 . . .	2,000	0	0
2	Assistant Inspectors, R400—10—500 .	920	0	0	3	„ „ „ 450 . . .	1,350	0	0
3	„ „ „ 300—10—400 .	1,080	0	0	4	„ „ „ 400 . . .	1,600	0	0
4	„ „ „ 200—10—300 .	1,040	0	0	4	„ „ „ 350 . . .	1,400	0	0
3	Upper Subordinates, „ 400—20—500 .	1,400	0	0	5	„ „ „ 300 . . .	1,500	0	0
5	„ „ „ 300—20—400 .	1,833	5	4	5	„ „ „ 250 . . .	1,250	0	0
9	„ „ „ 200—20—300 .	2,400	0	0	6	„ „ „ 200 . . .	1,200	0	0
1	Officer on R400	400	0	0					
1	„ „ „ 250	250	0	0					
1	„ „ „ 200—10—250 . .	233	5	4					
1	„ „ „ 200	200	0	0					
30	Total .	9,756	10	8	32	Total .	10,850	0	0
54	GRAND TOTAL .	28,006	10	8	54	GRAND TOTAL .	27,743	5	4

Decrease=R263—5—4 a month.

(*a*) Three appointments (two on R700 and one on R600) will be created in the Provincial Service on the absorption of the three supernumeraries costing R2,000 a month.

BOMBAY.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.					Proposed Scale.				
No.	Designation.	Pay.			No.	Designation.	Pay.		
	A.—EUROPEAN EDUCATIONAL SERVICE.	R	a.	p.			R	a.	p.
2	Officers on R1,250—50—1,500 . .	2,833	5	4	14	Officers on R500—50—1,000 .	11,200	0	0
3	„ „ „ 1,000—50—1,250 . .	3,500	0	0	...	Two Allowances of R250—50—500.	833	5	4
4	„ „ „ 750—50—1,000 . .	3,666	10	8	...	Three allowances of R200—10—250.	700	0	0
1	Officer „ „ 800+Personal Allowance R250.	1,050	0	0	1	Officer on R800 + Personal Allowance R250.	1,050	0	0
3	Officers on „ 700	2,100	0	0	3	Officers on R500—50—750 .	2,000	0	0
1	Officer „ „ 500—50—750 .	666	10	8	1	Officer „ „ 500—50—700 .	633	5	4
1	„ „ „ 500—50—700 . .	633	5	4	1	„ „ „ 350—30—500 .	450	0	0
2	Officers „ „ 600	1,200	0	0	1	„ „ „ 300 . . .	300	0	0
1	Officer „ „ 500	500	0	0					
1	„ „ „ 400	400	0	0					
1	„ „ „ 350—30—500 . .	450	0	0					
1	„ „ „ 300	300	0	0					
21	Total .	17,300	0	0	21	Total .	17,166	10	8

Statement of Proposition for revision of Establishment—contd.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	B.—PROVINCIAL SERVICE.				
	CLASS I.	*R a. p.*			*R a. p.*
1	Officer on R750—50—1,000	916 10 8	2	Officers on R700	1,400 0 0
1	" " " 500	500 0 0	1	Officer " " 600	600 0 0
2	Officers " " 333—33—500	888 14 2	1	" " " 500	500 0 0
1	Officer " " 300—25—500	415 8 11	3	Officers " " 400	1,200 0 0
2	Officers " " 400	800 0 0	2	" " " 350	700 0 0
1	Officer " " 250—20—350	316 10 8	2	" " " 300	600 0 0
1	" " " 266-10-8	266 10 8	2	" " " 250	500 0 0
1	" " " 200—10—250	233 5 4	1	Officer " " 200	200 0 0
2	Officers " " 200	400 0 0			
1	Officer " " 150—10—200	183 5 4			
1	" " " 100—20—200	166 10 8			
	Personal Allowance of R50	50 0 0			
14	TOTAL	5,137 12 5	14	TOTAL	5,700 0 0
	CLASS II.				
1	Officer on R500	500 0 0	1	Officer on R500	500 0 0
2	Officers " " 400	800 0 0	2	Officers " " 400	800 0 0
1	Officer " " 350	350 0 0	1	Officer " " 350	350 0 0
7	Officers " " 300	2,100 0 0	6	Officers " " 300	1,800 0 0
5	" " " 250	1,250 0 0	5	" " " 250	1,250 0 0
7	" " " 200	1,400 0 0	7	" " " 200	1,400 0 0
1	Officer " " 150	150 0 0	2	" " " 150	300 0 0
24	TOTAL	6,550 0 0	24	TOTAL	6,400 0 0
38	Total, Provincial Service	11,687 12 5	38	Total, Provincial Service	12,100 0 0
59	GRAND TOTAL	28,987 12 5	59	GRAND TOTAL	29,266 10 8

Increase = R27,814-3 a month.

BENGAL.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—EUROPEAN EDUCATIONAL SERVICE.	*R. a. p.*			*R. a. p.*
2	Officers on R1,250—50—1,500	2,833 5 4			
6	" " " 1,000—50—1,250	7,000 0 0			
11	" " " 750—50—1,000	10,083 5 4	26	Officers on R500—50—1.000	20,800 0 0
1	Officer " " 500—33—666⅔	611 1 9⅓	...	Two Personal Allowances on R250—50—250.	833 5 4
16	Officers " " 500—50—750	10,666 10 8		Three Personal Allowances on R200—10—250.	700 0 0
1	Officer " " 500—10—750	600 0 0			
2	Officers " " 333⅓—33—500	888 14 2⅔			
1	Superintendent, School of Art	1,000 0 0	1	Superintendent, School of Art	1,000 0 0
1	Inspector on R500—50—750	666 10 8			
41	TOTAL	34,350 0 0	27	TOTAL	23,333 5 4

Statement of Proposition for revision of Establishment—continued.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	B.—PROVINCIAL SERVICE.	R a. p.			R a. p.
5	Officers on R400—20—500	2,333 5 4	2	Officers on R700	1,400 0 0
8	,, ,, ,, 300—20—400	2,933 5 4	4	,, ,, ,, 600	2,400 0 0
29	,, ,, ,, 200—20—300	7,733 5 4	6	,, ,, ,, 500	3,000 0 0
17	,, ,, ,, 150—10—200	3,116 10 8	8	,, ,, ,, 400	3,200 0 0
20	,, ,, ,, 100—10—150	2,750 0 0	12	,, ,, ,, 300	3,600 0 0
4	,, ,, ,, 300	1,200 0 0	22	,, ,, ,, 250	5,500 0 0
5	,, ,, ,, 250	1,250 0 0	26	,, ,, ,, 200	5,200 0 0
1	Officer ,, ,, 200—10—250	233 5 4	33	,, ,, ,, 150	4,950 0 0
3	Officers ,, ,, 200	600 0 0			
8	,, ,, ,, 150	1,200 0 0			
100	TOTAL	23,350 0 0	113	TOTAL	29,250 0 0
141	GRAND TOTAL	57,700 0 0	140	GRAND TOTAL	52,583 5 4

Decrease=R5,116-10-8 a month.

* Including the Director of Public Instruction, Assam.

NORTH-WESTERN PROVINCES AND OUDH.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—EUROPEAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	Officer on R1,250—1,500	1,416 10 8	11	Officers on R500—1,000	8,800 0 0
4	Officers ,, ,, 1,000—1,250	4,666 10 8	...	One Allowance of R250—1,500	416 10 8
3	,, ,, ,, 750—1,000	2,750 0 0	...	Two Allowances of R200—10—250.	466 10 8
4	,, ,, ,, 600	2,400 0 0			
12	TOTAL	11,233 5 4	1	TOTAL	9,683 5 4
	B.—PROVINCIAL SERVICE.				
6	Officers on R400	2,400 0 0	1	Officer on R700	700 0 0
2	,, ,, ,, 350	700 0 0	1	,, ,, ,, 600	600 0 0
1	Officer ,, ,, 300	300 0 0	6	Officers ,, ,, 400	2,400 0 0
8	Officers ,, ,, 200—250	1,866 10 8	2	,, ,, ,, 350	700 0 0
1	Officer ,, ,, 200—240	226 10 8	4	,, ,, ,, 300	1,200 0 0
2	Officers ,, ,, 150—250	433 5 4	3	,, ,, ,, 200—250	700 0 0
3	,, ,, ,, 200	600 0 0	7	,, ,, ,, 200	1,400 0 0
...	One personal Allowance	50 0 0	...	One Personal Allowance	50 0 0
23	TOTAL	6,576 10 8	24	TOTAL	7,750 0 0
35	GRAND TOTAL	17,810 0 0	35	GRAND TOTAL	17,433 5 4

Decrease=R376-10-9 a month.

PUNJAB.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—EUROPEAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
2	Officers on R1,000—1,250 .	2,333 5 4	7†	Officers on R500—1,000 .	5,600 0 0
3	" " " 750—1,000 .	2,750 0 0	...	One Allowance of R250—50—500.	416 10 8
3	" " " 500—750 .	2,000 0 0	...	One Allowance of R200—10—250.	233 5 4
1	Principal, Mayo School of Art, Lahore.	800 0 0	1	Officer on R400*	400 0 0
9	TOTAL .	7,883 5 4	8	TOTAL .	6,650 0 0
	B.—PROVINCIAL SERVICE.				
			1	Officer on R700	700 0 0
2	Officers on R500	1,000 0 0	2	Officers " " 600	1,200 0 0
1	Officer " " 400—20—500 .	466 10 8	2	" " " 500	1,000 0 0
1	" " " 300—400 . .	366 10 8	1	Officer " " 400	400 0 0
3	Officers " " 350 . . .	1,050 0 0	2	Officers " " 350	700 0 0
2	" " " 300 . . .	600 0 0	2	" " " 300	600 0 0
3	" " " 250 . . .	750 0 0	3	" " " 250	750 0 0
2	" " " 225 . . .	450 0 0	3	" " " 200	600 0 0
2	" " " 200 . . .	400 0 0	1	Officer " " 150	150 0 0
16	TOTAL .	5,083 5 4	17	TOTAL .	6,100 0 0
25	GRAND TOTAL .	12,966 10 8	25	GRAND TOTAL .	12,750 0 0
	Decrease = R216-10-8 a month.				

* Head Master, Central Model School, Lahore.
† Includes the appointment of Principal, Mayo School of Art, Lahore.

CENTRAL PROVINCES.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—EUROPEAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	Officer on R1,250—1,500 . .	1,416 10 8	1	Officer on R1,250—1,500 .	1,416 10 8
1	" " " 750—1,000 . .	916 10 8	4	Officers " R500—1,000 .	3,200 0 0
2	Officers " " 500—750 . .	1,333 5 4	...	One Allowance of R200—250 .	233 5 4
1	Officer " " 300—400 . .	366 10 8			
5	TOTAL .	4,033 5 4	5	TOTAL .	4,850 0 0
	B.—PROVINCIAL SERVICE.				
1	Officer on R500	500 0 0	1	Officer on R500—700 . .	633 5 4
1	" " " 200—250 . .	233 5 4	1	" " " 200—250 . .	233 5 4
2	Officers " " 150—200 . .	366 10 8	2	Officers " " 150—200 . .	366 10 8
4	TOTAL . .	1,100 0 0	4	TOTAL .	1,233 5 4
9	GRAND TOTAL .	5,133 5 4	9	GRAND TOTAL .	6,083 5 4
	Increase = R950 a month.				

List of Appointments to be included in the two Services in the several Provinces—vide *paragraph 4 of Despatch.*

Province.	European Service.					Provincial Service.							Unclassified, *i.e.*, not definitely placed either in the European or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Head Masters of Collegiate Schools, Training Colleges and High Schools.	Other appointments.	Total.		
Madras	4(*a*)	5(*b*)	6	4(*c*)	19	2	9	3	2	3	16(*f*)	35	......	54
Bombay	3	4(1)	8	6(2)	21	1	...	8	5†	21	3‡	38	......	59
Bengal	5(3)	5	13	4(4)	27	5‖	10	58¶	...	24*	7**	104††	......	‡131
North-Western Provinces and Oudh.	3	2	6	...	11	2	8	6	1	6(*g*)	1(*h*)	24	......	35
Punjab	3	1	2	1(*d*)	7	3(*i*)	6	2	3	1(*j*)	2(*k*)	17	......	24
Central Provinces.	3(*e*)	1	1	...	5	1	...	3	...	...	...	4	2 (*viz.*, Principal, Training School, Nagpur, and Lady Superintendent, Female Training School, Jubbulpore).	11

(*a*) Includes two Inspectresses.
(*b*) Includes the Principals of the Teachers' College and College of Agriculture.
(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College, and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.
(*d*) *i. e.*, Head Mastership, Central Model School, Lahore.
(*e*) Includes the Inspector General of Education, Central Provinces.
(*f*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajamundry Training College: the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; two Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.
(*g*) These are Head Masters of Zilla (or District) Schools.
(*h*) Mathemetical Lecturer, Allahabad.
(*i*) Includes one Inspectress.
(*j*) *viz.*, the Principal, Central Training College, Lahore.
(*k*) These are the Vice-Principal, Mayo School of Art, Lahore, and the Assistant Superintendent, Central Training College, Lahore.
(1) Includes the Principal, Sir Jamsetjee Jeejeebhoy School of Art.
(2) These are the Head Masterships of the Elphinstone, Poona, and Belgaum High Schools; the Vice-Principalship, Sheool of Art and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges.
(3) Includes the Director of Public Instruction, Assam, and the Inspector of European Schools.
(4) *i. e.*, the Superintendent, School of Arts, and three officers to supply vacancies.
* Includes the Head Mistress, Eden Female School.
† These are called Lecturers in the Bombay list.
‡ These are the Vice-Principal of the Poona Training College, the Head Assistant, Director of Public Instruction, and the Superintendent, Mechanical Branch, College of Science.
‖ Includes a Joint Inspector for Orissa, and Inspectress of Female Schools.
¶ Includes 6 Principals of College, and the Lady Principal and 2 Professors, Bethune College.
** These include the Assistant Superintendent and the Head Master, School of Arts, the Personal Assistant to the Director of Public Instruction, and 4 reserved appointments.
†† For the present there will be a temporary increase of nine in these totals, owing to the 9 officers to be admitted into the Provincial Service on personal grounds.

No. 68. From L. M. Thornton, Esq., Deputy Secretary to the Government of India, Home Department, to the Secretaries to the Governments of Bombay, Bengal, the North-Western Provinces and Oudh, and the Punjab and the Chief Commissioner of the Central Provinces,—Nos. 1—5, dated the 8th January 1896.

Bombay—No. 417, dated the 23rd February 1894.
Bengal—No. 2832, dated the 14th August 1895.
North-Western Provinces and Oudh—No. 581, dated the 25th October 1895.
Punjab—No. 123, dated the 31st January 1894.
Central Provinces—No. 7375, dated the 9th October 1893.

I am directed to inform you that a reference has been made to Her Majesty's Secretary of State for India on the subject of your letter marginally noted, regarding the reorganization of the Educational Services in India.

No. 69. From L. M. Thornton, Esq., Deputy Secretary to the Government of India, Home Department, to the Chief Secretary to the Government of Madras,—No. 6, dated the 8th January 1896.

(1) No. 831, dated the 13th November 1893.
(2) No. 651, dated the 2nd August 1895.

I am directed to inform you that a reference has been made to Her Majesty's Secretary of State for India on the subject of your letters marginally noted, regarding, respectively, the reorganization of the Educational Services in India and the proposed admission of Mrs. Brander and Miss Carr, Inspectresses of Schools in the Madras Presidency, to the favourable leave rules contained in Chapter XIII of the Civil Service Regulations.

From the Hon'ble Mr. J. F. PRICE, C.S.I., Chief Secretary to the Government of Madras, to the Secretary to the Government of India,—No. 927, dated the 11th December 1895. No. 70.

I am directed to acknowledge the receipt of your letter No. 356, dated 8th October 1895, communicating a suggestion from the Secretary of State that, in the scheme for the future organization of the Educational Services, provision might be made for the promotion of officers included in the Provincial Service to the Imperial or European list, and enquiring whether this Government is of opinion that Mr. C. C. Flanagan, now sub. *pro tem.*, Inspector of Schools, or any other officer not of the graded list, should be admitted permanently, and if so, on what terms, into the European Educational Service on its constitution.

2. In reply I am to say that, under the scheme of reorganization proposed for this Presidency, it was not intended that officers of the Provincial Service should, in any case, be permanently transferred to the European Service. It was proposed that members of the former service might be appointed to act temporarily in temporary vacancies in the latter branch which could not be filled by recruitment in Europe, but in such vacancies only; a reference is invited to paragraph 4 (h) of the enclosure to my letter No. 34 (Educational), dated 21st January 1893. I am directed to state that His Excellency the Governor in Council considers that the policy therein indicated should be adhered to.

3. I am to add that Mr. Flanagan has been appointed as an Inspector of Schools in the 4th class as a sub. *pro tem.* arrangement only, and that, on the introduction of the new scheme, he will become one of the two Inspectors on the Provincial list.

From J. DEC. ATKINS, Esq., I.C.S., Junior Secretary to the Government of Bombay, Educational Department, to the Secretary to the Government of India, Home Department,—No. 222, dated the 27th January 1896. No. 71.

With reference to the correspondence ending with the Home Department letter No. 1, dated the 8th January 1896, regarding the reorganization of the Educational Service in India, I am directed to state that the information called for by the Government of India in Home Department letter No. 357, dated 8th October 1895, as to what officers not on the graded list should be admitted permanently into the European Service on its constitution, will be submitted as soon as the reply of the Director of Public Instruction to a reference made to him on the subject is received. Meanwhile I am to address the Government of India on a few points which have not been clearly set out in the correspondence.

2. The acting appointment of Provincial officers is distinctly contemplated in paragraph 16 of the Government of India's letter No. 260, dated the 22nd August 1893, and this Government letter No. 417, dated the 23rd February 1894, paragraph 13. At present acting appointments in the graded list are made at the discretion of this Government subject to the provisions of Article 773 A of the Civil Account Code, *i. e.*, the sanction of the Government of India is required only to the acting appointment of a European who is not a Statutory Native of India. It is presumed that when the reorganization scheme comes into force this practice will be continued, and acting or temporary vacancies in the European list will be filled by Local Governments at their discretion from Provincial officers or outsiders subject to the provisions of Article 773 A of the Civil Account Code. I am to observe that it seems to His Excellency the Governor in Council that it will be very difficult to carry on the work of any office on the European list, if power is not reserved to the Local Government to make temporary appointments on that list.

3. It might occasionally be considered desirable to reward exceptional merit in a Provincial officer by promoting him to the European list to fill a vacancy in that list, and to provide for such rare cases His Excellency the Governor in Council is of opinion that Government should have power to recommend to the Secretary of State a Provincial officer of exceptional merit for a vacancy in the European list, and to transfer the chair of the Provincial officer to the European list if necessary, the vacant chair in the European list being substituted for it in the Provincial list. Natives of India are to be eligible for appointments in the Provincial list, and in that term it is understood Statutory Natives are included.

4. Finally, I am to invite the attention of the Government of India to this Government Despatch to the Secretary of State for India, No. 15, dated the 9th November 1895, a copy of which was sent to the Government of India with my letter No. 2224, dated the 15th November, and in which the opinion of this Government was expressed that it was desirable that new Professors should be engaged for service at either Poona or Bombay, so that they may be transferred from one college to the other according to the requirements of this Government.

No. 72. From J. DeC. Atkins, Esq., I.C.S., Junior Secretary to the Government of Bombay, Educational Department, to the Secretary to the Government of India, Home Department,—No. 557, dated the 11th March 1896.

In continuation of my letter No. 222, dated 27th January 1896, and in reply to your letter No. 357, dated 8th October 1895, in which you inquired what officers not on the graded list should be admitted to the European Service on its constitution, I am directed to submit the following remarks for the consideration of the Government of India.

2. In the first place I am directed to invite attention to List No. 1 which accompanied Mr. Secretary Whitworth's letter No. 417, dated 23rd February 1894, to the Government of India. That list indicated the appointments which should, in the opinion of this Government, be included in the European Service. Of these appointments some are at present held by officers of the graded list while others are not, and it would seem that the actual holders of the latter appointments are the officers to whom your question specially relates. These appointments consist of seven Professorships, two appointments in the School of Art, two Lady Superintendentships, and three Head Masterships.

3. As regards the Professorships, which are held at present by the officers noted in the margin, I am to invite attention to paragraph 9 of Mr. Whitworth's letter No. 417, dated 23rd February 1894, and to say that it is understood that the Educational officers who have been engaged on short term agreements by the Secretary of State pending the reorganization of the Department will be admitted, if their service is found satisfactory, into the European branch of the Educational Department, and that no special recommendation need now be made in their behalf. The case of Mr. Beale, Professor of Civil Engineering at the College of Science, is exceptional, for he is an officer of the Public Works Department temporarily lent to the Educational Department.

Mr. J. G. Covernton.	Mr. F. W. Bain.
" W. H. Sharp.	" J. N. Fraser.
" O. V. Muller.	" H. F. Beale.
Mr. A. W. Thomson.	

4. As regards the two School of Art appointments, I am to say that Mr. E. Greenwood, the present Principal of the Sir Jamshedji Jijibhai School of Art, Bombay, was engaged by the Secretary of State in 1882 as Vice-Principal of the School, and on the retirement of Mr. Griffiths, the late Principal of the School, Mr. Greenwood was appointed to the Principalship as the most suitable officer available for the post. In the proposition statement A attached to Mr. Whitworth's letter No. 417, dated 23rd February 1894, R800 have been shown as the pay of the appointment and R250 as personal allowance. Mr. Griffiths, having now retired, the personal allowance drawn by him has lapsed, and His Excellency in Council is of opinion that Mr. Greenwood should be admitted to the European Service on the pay (R800) shown in the statement, the personal allowance being omitted. The officer who may hereafter be selected by the Secretary of State to fill the post of Vice-Principal, in accordance with the request in my letter No. 371, dated 14th February 1896, should also be admitted to the European Service.

5. As regards Miss Hurford, Lady Superintendent of the Poona Female High School, who is also Lady Superintendent of the Poona Female Training College, and Mrs. McAfee, Lady Superintendent of the Ahmedabad Female Training College, I am to invite attention to paragraph 6 of Mr. Whitworth's letter No. 417, dated 23rd February 1894, and paragraph 10 of Mr. Lee-Warner's letter No. 1725, dated 13th August 1892, and to state that if it is finally decided to include the appointments held by these two ladies in the European list, the Governor in Council is of opinion that the two ladies should be admitted to the European Service—Miss Hurford on the pay she now draws as shown in the proposition statement, and Mrs. McAfee on the pay entered in the statement plus R200 the amount of personal allowance recommended for her in my letter No. 2244, dated 19th November 1895.

6. Next, as regards the three Head Masterships, I am to observe that only one of them, *viz.*, that of the Elphinstone High School, is at present held by a European (Mr. R. D. Prior) whose inclusion in the European Service is recommended, but the Government of India have, in my letter No. 221, dated 27th January 1896, been asked to sanction the appointment of Mr. C. W. Waddington to the vacant post at Ahmedabad, and if this sanction is accorded Mr. Waddington's name should also be included in the European list. As regards Mr. Prior, I am to explain that in 1889 he was selected by the Secretary of State as Head Master of the Poona High School for a term of 5 years on a fixed salary of R500 per mensem. On the expiration of that term he was confirmed in the Department, but in the meantime, towards the end of 1892, was promoted to the vacant appointment of Head Master of the Elphinstone High School on a fixed salary of R700 per mensem. In the latter appointment he has rendered excellent service, and His Excellency the Governor in Council is strongly of opinion that his name should be included in the European list subject to the condition that

his first increment of R50 per mensem should commence on the expiration of five years .. service on R700.

7. Finally, and with reference to the special inquiry regarding Mr. Page in your letter under reply, I am to state that though he is a European he holds an appointment which, in accordance with the scheme set forth in Mr. Whitworth's letter No. 417 of the 23rd February 1894, will belong to the Provincial and not to the European Service. Nevertheless, as he has rendered 17 years of highly approved service in the College of Science, His Excellency the Governor in Council is disposed to support the recommendation that his name should be included in the European list. This course will apparently involve the transfer of his appointment (from which he cannot be conveniently moved) from the Provincial to the European list; but as he already holds the appointment and blocks it to Natives, there can, in the opinion of the Governor in Council, be no objection to such a transfer as a temporary measure on the understanding that the appointment will be restored to the Provincial List when it becomes either temporarily or permanently vacant.

From C. E. Buckland, Esq., C.I.E., Secretary to the Government of Bengal, General (Education) Department, to the Officiating Secretary to the Government of India, Home Deapartment,—No. 4166, dated the 6th December 1895. No. 73

With reference to the enquiry made in your letter No. 358, dated the 8th October 1895, whether Messrs. W. Billing and R. W. F. Shaw, who on the 1st July 1895 were officiating in Class IV of the Superior Educational Service, should be permanently appointed to that Service on its constitution, in accordance with a suggestion by the Secretary of State, I am directed to submit, for the consideration of the Government of India, the accompanying copy of a letter from the Director of Public Instruction, Bengal, No. 2895-T., dated the 8th November last, and to say that the Lieutenant-Governor concurs in the views expressed by Sir Alfred Croft.

From Sir Alfred Croft, K. C. I. E., Director of Public Instruction, Bengal, to the Secretary to the Government of Bengal, General (Education) Department,—No. 2895-T., dated the 8th November 1895. N . 74.

I have the honour to acknowledge the receipt of your endorsement No. 369-T G., dated the 19th ultimo, inclosing copy of a letter No. 358, dated the 8th idem, from the Secretary to the Government of India in the Home Department, inquiring whether His Honour the Lieutenant-Governor is of opinion that the two officers therein named, Messrs. W. Billing and R. W. F. Shaw who on the 1st July 1895 were officiating in Class IV of the Superior Educational Service, should be permanently appointed to that Service, in accordance with a suggestion made by the Secretary of State.

2. In reply, I beg to observe that Mr. Shaw was only acting in a temporary vacancy, caused by the absence of Mr. W. Booth on privilege leave, and that he has now reverted to his substantive appointment as Head Master of the Apprentice Department of the Civil Engineering College, Sibpur. I do not consider that he has any claim to be promoted on that account to the Superior Service.

3. With regard to Mr. Billing the case is different. He has been acting as Principal of the Krishnagar College, and in Class IV of the Superior Service, since the 4th July 1888; on the 9th April last he was confirmed as Principal of the Krishnagar College. His case appears to be parallel to that of Mr. W. B. Livingstone, who, after having acted for many years as Principal of a Government College and in Class IV., was confirmed in that class in November 1892, and as Principal of the Rajshahi College in July 1893.

4. Before his appointment to the Educational Department, Mr. Billing was an Assistant Professor of English in the Cathedral Mission College of Calcutta. When that institution was closed in 1880, Dr. A. F. R. Hœrnle (also a member of its staff) was appointed to the Education Department in Class IV, and I offered Mr. Billing the appointment of Principal of the Maharaja's College at Burdwan. After holding the Principalship for a year, he was transferred in 1882 to the Government service, and appointed to the Nizamut Madrassa at Murshidabad. Thence he was appointed Head Master of the Anglo-Persian Department of the Calcutta Madrassa; and he succeeded to the acting Principalship of the Krishnagar College, as before stated, in 1888. From the time of his appointment to the Department, Mr. Billing has spared no pains to qualify himself for his duties. Though a man of good general education, he had no English degree to start with; and with the greatest industry and perseverance he devoted his leisure to preparing for and passing successively the Entrance, First Arts, B. A., and M. A. Examinations of the Calcutta University. He passed for the M. A. degree in 1892.

His management of the Krishnagar College, in which he is the only European Officer, has been marked by a very creditable degree of success. He is a good teacher and an excellent disciplinarian. I therefore beg to recommend his case to the favourable notice of Government as that of an officer who has strenuously and successfully endeavoured to qualify himself for his important duties, and who has held an officiating appointment in the Superior Service for more than seven years. At the same time it is not pretended that Mr. Billing's qualifications are higher than those of other officers who have received English degrees, and who, as natives of India, are to be appointed to the Provincial Service.

5. Should Mr. Billing's work and qualifications be thought to justify his promotion, he might be appointed to the superior service from the date on which the scheme of reorganization is sanctioned, instead of being remanded from that date to the Provincial Service. Since the 1st January 1892, six officers of the Superior Service have either died or retired. In their place only one officer (Mr. Livingstone) has been appointed to that Service, and the appointment of another by the Secretary of State has been requested. By the end of 1896, or the beginning of 1897, it is anticipated that three more officers will have retired (Messrs. Ewbank and Griffiths and myself). If Mr. Billing be then appointed to the Superior Service, the result will be the same as if two officers of the Superior and one of the Subordinate (Provincial) Service had retired; and the vacancies can be filled, in accordance with what is believed to be the intention of Government, by the appointment of one officer to the European and of two to the Provincial Service.

6. It may not be out of place to mention that it appears from a letter which I have seen, dated 20th May 1890, from Lord Cross, then Secretary of State for India, to the Bishop of Bedford Mr. Billing's brother, that the latter gentleman's name is already on the Secretary of State's list, and that Lord Cross promised to bear him in mind.

No. 75. From T. Stoker, Esq., Secretary to the Government of the North-Western Provinces and Oudh, Educational Department, to the Secretary to the Government of India, Home Department,—No. 4, dated the 6th January 1896.

I am directed by the Lieutenant-Governor to acknowledge receipt of your letter No. 359, dated the 8th October 1895, in which you enquire whether it is considered that Mr. Welby, Mr. Crosse, or any other officer not of the Graded List should be admitted permanently into the European Educational Service on its constitution.

2. In reply I am to say that His Honour the Lieutenant-Governor and Chief Commissioner, having considered the proposals submitted by this Government in Mr. Holderness' letter No. 581, dated the 25th October 1893, sees no reason for recommending that either Mr. Welby or Mr. Crosse should be permanently admitted to the European Service, and he would deprecate such a step. Both gentlemen will, when the scheme is sanctioned, be appointed Inspectors in the Provincial Service, and that will, in His Honour's opinion, fully satisfy their claims and meet the situation.

3. With reference to the question of providing in the scheme for similar promotion in the case of any other officer not of the Graded List, I am to say that His Honour would not propose to formulate any rules for the advancement of Provincial Officers to the European Service. Such advancement would, in His Honour's opinion, presumably be justifiable only in very exceptional cases, and such cases can be met by the Government of India without formal provision in the rules.

No. 76. From J. Sime, Esq., Under-Secretary to Government of Punjab, Home (Education) Department, to the Secretary to the Government of India, Home Department,—No. 1, dated 3rd January 1896.

I am directed to acknowledge the receipt of your letter, No. 360, dated the 8th October 1895, enquiring for the consideration of the Government of India whether His Honour the Lieutenant-Governor is of opinion that Mr. F. H. Cope, who holds substantively one of the Superior Ungraded Appointments, and is now sub. *pro tem.*, Inspector of Schools, Lahore Circle, in the IVth Class of the Graded Educational Service, or any other officer not of the Graded List, should be admitted permanently into the European Educational Service on its constitution, and, if so, the grounds upon which His Honour would recommend their admission, and the terms upon which it should be carried out.

2. In reply, I am desired to state that the appointment of Inspector of Schools now filled sub. *pro tem.*, by Mr. Cope is one which, under the scheme of reorganization proposed for the Punjab, will belong, properly speaking, to the European Service; that when the vacancy occurred in October 1894 Mr. Cope was the only suitable officer available ; that neither of the

two officers appointed from England in the end of 1892 is likely to be fully fit for an Inspectorship for some time to come; and that the Lieutenant-Governor considers that Mr. Cope should be admitted permanently into the European Service on its constitution.

3. The training and qualifications of Mr. Cope were reported to the Government of India in Colonel Holroyd's letter No. 14, dated the 27th January 1888, when application was made for sanction to his original appointment. He took an ordinary Degree at Cambridge in 1873 and came to India in 1878 as Tutor in a private family. He entered the Punjab Educationa Department permanently in October 1881, as Assistant Professor in the Government College, Lahore, and has now over 14 years' service. During this period he has officiated in the Graded Service either as Professor in the Government College, Lahore, or as Inspector of Schools, for over seven years in all, and has held substantively the appointment of Principal of the Central Training College, Lahore, since March 1888. On the ransfer, in October last year, of Mr. T. C. Lewis, to the North-Western Provinces and Oudh, Mr. Cope took his place as Inspector of Schools in the Lahore Circle and of European Schools in the Province, and has since given very general satisfaction.

4. The following are the terms on which His Honour the Lieutenant-Governor would recommend Mr. Cope's appointment to the European Service: He would reckon such service from the date of sanction; he would draw the pay to which he was entitled at the date of sanction as acting in the IVth Class of the Graded Service until he should be entitled to higher pay according to the rules that may be adopted for the new service; he would be ranked below all now permanently in the Graded Service as well as tho se already appointed provisionally to the new service; and he would count his past service in accordance with the Civil Service Regulations.

From J. A. C. SKINNER, Esq., I.C.S., Second Secretary to the Chief Commissioner, Central Provinces, to the Secretary to the Government of India, Home Department,—No. 9359, dated the 19th December 1895. No. 77.

I am directed to acknowledge the receipt of Home Department letter No. 361, dated the 8th October last, relative to the question whether in the scheme for the future organization of the Education Services provision should be made for the case of officers of the Provincial Service whom it may be desirable to promote to the Imperial list, and in reply to recommend for the sanction of the Government of India the admission of Mr. A. P. Mitchell, a non-graded Inspector of Schools in these Provinces, to the European Educational Service on its constitution.

2. Mr. Mitchell is, in the opinion of the Inspector-General of Education, which the Chief Commissioner fully shares, an excellent officer. He has frequently officiated in the Graded Service of the Inspectorate with credit and efficiency, and if he had an Oxford degree, which he contemplates taking whilst on furlough, he would, I am to add, be fully qualified for admission to the Superior Education Service.

3. As to the terms of his admission, I am to say that the simplest plan would be to promote Mr. Mitchell to a graded Inspectorship on the occurrence of the first vacancy.

From the Government of India, to Her Majesty's Secretary of State for India,—No. 8 (Education), dated the 9th June 1896. No. 78.

As promised in paragraph 23 of our Financial Despatch No. 351, dated the 11th December 1895, we have the honour to communicate for Your Lordship's sanction our recommendations as to the officers of the Subordinate (future Provincial) Service of the several Provinces to be specially promoted to the Indian Educational Service.

2. We understand from Sir Henry Fowler's Public (Educational) Despatch No. 41, dated the 26th June 1895, that if there are any officers now holding appointments classed as Provincial but who have acted in the Graded Service under such circumstances that they had a reasonable expectation of eventual confirmation in it, they may be declared eligible for appointment to the Indian Educational Service when vacancies to which they can be appointed occur. In framing our recommendations we have also taken into consideration the question whether the officers concerned are of the class and have the qualifications which would have justified us in requesting the sanction of the Secretary of State to their permanent appointment to the Graded Service. We have also borne in mind the fact that, under the scheme for the reorganization of the Educational Services sanctioned in Your Lordship's Public (Educational) Despatch No. 22, dated the 12th March 1896, a considerable proportion of the Inspectors of Schools are to belong to the Provincial Educational Services, and that the prospects of officers in these services have been improved. We have, therefore, scrutinized somewhat strictly the proposals made by Local Governments in this matter.

3. We accept the view of the Governments of Madras and the North-Western Provinces and Oudh that no officer serving in the Provincial Educational Services in those Provinces need be declared eligible for promotion to the Indian Educational Service.

4. The Government of Bombay recommend that Mr. R. D. Prior, Head Master of the Elphinstone High School, should be included in the Indian Educational Service, subject to the condition that his first increment of R50 per mensem should commence on the expiration of five years of service on R700 (his present pay). The Local Government also propose that Mr. H. M. Page, Head Master of the College of Science, Poona, should be admitted to the Indian Service, the appointment held by him being transferred to that Service on the understanding that it will be restored to the Provincial list when it becomes either temporarily or permanently vacant.

Mr. Prior's position has been somewhat misunderstood by the Bombay Government. He is already in the Indian Educational Service, having been appointed by the Secretary of State and holding an appointment included in the list of that Service,—*vide* paragraph 10 of our Financial Despatch of the 11th December 1895. His appointment, however, carries a special salary, and, as explained in paragraph 5 of that Despatch, he will not be entitled to the pay of R500—1,000 unless he becomes an Inspector, Professor or Principal. Should he be at any time appointed to one of those offices, he should, we think, begin on the pay, whether R700 or R750 per mensem, which he may be drawing at the time, and remain on that pay for five or for six years before receiving a further increment.

We concur in the Bombay Government's recommendation that Mr. Page should be held eligible for promotion to the Indian Educational Service, both on account of his approved service and in consideration of the number of times that he has already officiated in the Graded List; but we think it unnecessary to transfer to that Service, even temporarily, the post of Head Master of the College of Science, Poona, at present filled by him. He can be admitted to the Indian Educational Service when a suitable vacancy occurs.

5. Turning to the remainder of the letter from the Government of Bombay, No. 557, dated the 11th March 1896, we would observe that no remarks are necessary regarding—

(1) Educational Officers who have been engaged by the Secretary of State on short-term agreements pending the reorganization of the Department; or

(2) Mr. Beale, Professor of Civil Engineering at the College of Science, who is an officer of the Public Works Department, temporarily lent to the Educational Department.

It will be explained to the Local Government that no reference was required in their letter to either—

(*a*) the posts of Principal and Vice-Principal of the Sir Jamshedji Jijibhai School of Art, Bombay; or

(*b*) the appointments of Lady Superintendent of the Poona and Ahmedabad Female Training Colleges.

These appointments have already been included in the Indian Educational Service list,—*vide* paragraph 17 of the Despatch of 11th December 1895. They are all appointments carrying special pays.

We would explain with regard to the case of Mr. C. W. Waddington, which is referred to in paragraph 6 of the letter of the Government of Bombay dated 11th March last, that he at present holds the appointment of Vice-Principal of the Rajkumar College at Rajkot, which is not a Government appointment, on a pay of R600 per mensem. The Government of Bombay proposed that he should be appointed to the Head Mastership of the Ahmedabad High School, but without taking up the duties of that appointment, with a view to his being appointed one of the three European Head Masters of High Schools on the reconstitution of the Education Department. We have pointed out to the Local Government that this proposal does not in any way justify the inclusion of Mr. Waddington in the list of Provincial officers to be specially promoted to the Indian Educational Service, which is intended to include only those Government officers who had already reasonable grounds for expecting to be admitted to the Graded Service. Mr. Waddington is not a Government officer, and it would be unjustifiable on the eve of the reorganization to put him into the Provincial Educational Service and immediately to recommend his absorption into the higher service. We have accordingly agreed to his appointment to the Ahmedabad Head Mastership only if he is willing to accept that appointment in the Provincial Educational Service, on the pay of Rs. 500 per mensem, and to take up the duties of the post.

6. We agree in the recommendations of the Governments of Bengal and the Punjab and of the Chief Commissioner of the Central Provinces, in favour, respectively, of Messrs. W

Billing, F. H. Cope and A. P. Mitchell. Mr. Billing has officiated as Principal of the Krishnagar College from 1888 to April 1895, when he was confirmed, and has officiated in the Graded Service for more than seven years. His management of the College is said to have been marked by a very creditable degree of success, and he is reported to be a good teacher and an excellent disciplinarian. His case appears to us to be similar to that of Mr. W. B. Livingstone, whose appointment to class IV of the Graded Service was sanctioned in Lord Kimberley's Public (Educational) Despatch No. 104, dated the 27th October 1892. Mr. Cope has held substantively the Principalship of the Central Training College, Lahore, since March 1888, and has officiated in the Graded Service either as Professor in the Government College, Lahore, or as Inspector of Schools, for over seven years in all. As Inspector of Schools, Lahore Circle, and of European Schools in the Punjab, he has given very general satisfaction. Mr. Mitchell is a non-graded Inspector of Schools in the Central Provinces. In the opinion of the Chief Commissioner and of the Inspector-General of Education he is an excellent officer. He has frequently officiated in the Graded Service with credit and efficiency.

7. We are of opinion that when these officers are appointed to the Indian Educational Service, on the occurrence of vacancies, they should continue to draw their present pay (if it is equal to, or greater than, the initial pay of the Indian Service) as nearly as possible, but that, before receiving further increments, they should be required to serve the full time prescribed in Article 171 (*a*) of the Civil Service Regulations.

8. We have not in this Despatch dealt with the points raised in Your Lordship's Public (Educational) Despatch No. 22, dated the 12th March 1896, some of which need a reply, but we shall communicate our views on them in a separate Despatch.

Despatch from the Secretary of State, to the Government of India, No. 22 Public (Education), dated 12th March 1896. No. 79.

With Financial letter No. 351, dated 11th December 1895, your Government submitted the conclusions at which you have arrived, after very full and deliberate consideration, with regard to the organization of the various Educational Services in India upon an improved footing in consequence of the recommendations submitted by the Public Service Commission. The scheme which has been formulated follows in most respects the principles suggested in Lord Cross' despatch of the 28th January 1892, No. 9, which I need not recapitulate. Your proposals have received my most careful attention in Council, and are now approved, subject only to certain exceptions and observations which I proceed to state, keeping as far as possible to the order observed in the letter under reply.

2. In paragraph 3 you propose to call that branch of the Educational Services to which appointments are to be made in England "the European Educational Service." This designation seems open to two objections. Although it is intended only to indicate the country of recruitment, it nevertheless suggests a distinction of race; and it is certainly an inadequate, if not a misleading, description of a service of which all the duties are to be performed in India. I prefer to follow the nomenclature adopted in some other special Departments, and I desire that the branch which is to include the appointments to be made in England may be designated "the Indian Educational Service," with the addition, whenever more particular differentiation is needed, of the words "appointed in England." I have not overlooked the argument advanced at the end of your third paragraph, but it is not improbable that you may find it convenient, when permanently engaging an officer, after his term of probation, to impose the condition that he shall serve wherever required in India. The second branch of the Service should be called the Provincial Educational Service of Bengal, Madras, and so forth.

3. With reference to paragraph 4, I have entertained some doubt as to the propriety of classifying such responsible officials as Deputy Inspectors and Head Masters of District (High) Schools in a service which is to be termed "Subordinate." It has occurred to me that upon this point the several Governments might be permitted some such latitude of discretion as was, I understand, conceded under your orders in regard to the class of officers known in Bombay as Mamlatdars, and elsewhere as Tahsildars.

4. Paragraph 11 of your letter deals with the subject of leave and pensions, and in the course of it you refer to Article 441 of the Civil Service Regulations as intended to remain in force. As to this, I have to invite your attention to paragraph 12 of Lord Kimberley's Financial Despatch No. 188, dated 21st September 1893. It was there intimated that Article

441-A would be applicable to the Educational, as well as to the Judicial, Service, and that it would consequently be unnecessary to retain the concession contained in Article 441, that certain Educational officers may add three years to their qualifying service. It would seem, therefore, that this privilege cannot be allowed to officers who may be appointed after due notice of this decision has been given.

5. In paragraph 12 you discuss the claims of the statutory natives of India who have been appointed to the graded list under the old condition that they should draw two-thirds of the salaries fixed for European officers. You propose to allow them the option of continuing in the graded list on the same terms or of entering the new Provincial Services. This is in accordance with the decision arrived at in the analogous case of statutory civilians, and seems to be fair and reasonable. As regards the future employment of Native gentlemen in the Educational Service, I accept the views stated by you in paragraph 13.

6. In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859. I have, nevertheless, considerable doubt whether it is now expedient to re-affirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands, in the holder of it, not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided colleges and schools, as well as with the teachers employed in the Government institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence, among its members, of an officer thoroughly qualified for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the Local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular department.

7. For the reasons stated at the end of your letter under reply, it is unnecessary to discuss further the power of your Government to sanction the officiating appointment of a European officer to the Graded List.

8. With your letter No. 4. of the 13th March 1895, Your Excellency in Council forwarded a memorial from Mr. R. M. Spence, Superintendent of the Normal School at Nagpur, praying that he may be recognised as belonging to the service which is now to be called the Indian Educational Service. Your Government regarded Mr. Spence's appointment as one which may be recruited for in England or in India, but you had determined to treat it specially, and not to include it in either branch of the Educational Service. The case is in some respects analogous to that of the Head Masters of High Schools which I have discussed in paragraph 3 *supra*. I concur in your opinion that Mr. Spence is not entitled to look for promotion among Professors and Inspectors, or for the increments of pay now to be granted to officers of that class, but I am not sure that the office which he holds ought not to be classed in the Imperial branch of the Service, so long as it is recruited for in England. In various parts of the letter under reply reference is made to other appointments which have been treated specially as regards remuneration, but nevertheless included in the Indian Educational Service. Thus, paragraph 16 mentions five such posts in Madras, while, according to paragraph 17, there are four in Bombay, which the Local Government wished to exclude from both services, just as Mr. Spence's appointment has been excluded, but which Your Excellency in Council, nevertheless, determined to classify in the higher branch. I think it desirable that Mr. Spence's case should be reconsidered with reference to the later orders contained in paragraphs 16 and 17 of the letter under reply. Meanwhile, I observe, with reference to all these posts to which appointments may be made either in England or in India, that the salaries appear to have been fixed for European officers. If so, they should be specially reconsidered whenever a suitable candidate can be found in India.

Extract from the Proceedings of the Government of India in the Home Department, No. $\frac{4\text{-Edn.}}{204\text{-}205}$, *dated Simla, the 23rd July 1896.* No. 80

READ—

The Report of the Public Service Commission, paragraphs 98—99 and 128 (sections 58—64), containing their views regarding the Educational Services in India.

Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.

Despatch from the Secretary of State to the Government of India, No. 9 (Public—Educational), dated the 28th January 1892.

Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the Circular.

Home department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto, and certain further correspondence with the Government of Bengal.

Despatch from the Government of India to the Secretary of State, No. 351 (Financial), dated the 11th December 1895.

Despatch from the Secretary of State to the Government of India, No. 22 (Public—Educational), dated the 12th March 1896.

RESOLUTION.

The recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X, of their Report. They were that—

(1) the graded lists of the superior branch should be abolished, due regard being had to the interests of existing incumbents;

(2) recruitment should be made in England only for—

(*a*) Principalships of Colleges;

(*b*) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and

(*c*) a smaller number of Inspectorships than at present;

(3) recruitment of Professors should ordinarily be of specialists, and, when practicable, for a term of years with power of re-appointment;

(4) the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case;

(5) all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment, on the principles recommended in the report, as to conditions of service for the general Provincial Service;

(6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and

(7) the inspection of Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State, for his opinion, a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service, on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of securing a succession of fresh men as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to

maintain such a European element in the inspecting staff as would enable them to test with unfailing accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (*a*) in England, and (*b*) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of R1,200 a month was sufficient for the Principalship of a College, and R800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of R500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates, ordinarily rise over R300 and R350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on R600 and one on R700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—*viz.*, the Provincial Service including all posts above R200 in value, and the Subordinate Service comprising all appointments on R200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England should, in the first instance, be engaged for a short term with a power of re-appointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show, in the case of each Province, the Principalships, Professorships, and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (R500—750) to the third grade (R750—1,000) of the graded list was long deferred; and he therefore thought that the Professoriate would be placed on a better footing if all Professors were allowed to rise in ten years' service to a salary of R1,000 a month, the probationary five years being passed either on a salary of R500 rising to R750, by yearly increments of R50 per mensem, or on a fixed pay of R600 or R700 a month, and their salary rising, in the second term of five years, from R750 to R1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a Professor as such, and expressed the opinion that the higher salaries of Classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorships. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of R250 to R500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships, he thought

that at least one-half might be transferred to the Provincial branch of the Service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Head Masters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organization of the Department. His Lordship observed in conclusion, that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892, for opinion, to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganization of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in their letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and, in calling for the Proposition Statements requisite to display the financial effect of the reorganization, requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of R1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service, whose total salary did not exceed R1,000, should be given a special allowance of R100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments, in the letters of 22nd August 1893, related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home Department letters of 22nd August 1893 was received in March 1894; but it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before His Lordship in December 1895, and the general features of the organization, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganization will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges: and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the Indian Educational Service (*vide* next paragraph), generally. There is, therefore, no proposal for a general reorganization of the service in Burma. In Assam, the Director of Public Instruction will be the only officer recruited in England, and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational Officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service;" and the other including all posts to be filled by recruitment in India, will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service" whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

(1) that the line between the two Services will be drawn rather according to the nature of the office held than according to pay;

(2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;

(3) as regards *other* offices, that those carrying less pay than R200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, officers on higher pay than R200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i. e.*, Zilla or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, and who have properly been classed as Provincial Officers. Similarly Head Masters of High (*i.e.* Zilla or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zilla Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept, in its entirety, the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—*viz.*, the Elphinstone, Poona, Ahmedabad, and Karachi High Schools. The view of the Government of Madras has been accepted, that in the Presidency the Provincial Service may be organized by grades on the basis of pay, since, in the result, the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on R400 a month and two on R350 a month have been classed in the Provincial Service on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list, and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of R150 has been permitted as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere, the same, *viz.*, R700 a month. On the repeated recommendation of the Government of Bengal a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, have been included in the Bengal Provincial Service list, on personal grounds, on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution, showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganization. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only R1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

"In the fifteenth paragraph of your letter, it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859. I have nevertheless considerable doubt whether it is now expedient to re-affirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of

the Department. The office of Director of Public Instruction is one of very great importance and demands, in the holder of it, not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the Local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular Department."

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross and stated in paragraph 3 above, *viz.*:—

(*a*) during the probationary period of five years R500—50—750 a month, it being open to the Secretary of State to offer a fixed pay of R600 or even R700 in special cases when the services of a competent officer cannot otherwise be secured;

(*b*) in the second period R750—50—1,000, the maximum being attained at the end of ten years from first appointment.

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Education Service List, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of R500 rising to R1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will, under the reorganization of the Department, be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of R100 a month, after fifteen years' service, to officers whose total salary does not exceed R1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of R250—50—500 and R200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded lists, which will be supplanted by the new system. The allowances will be strictly *personal* within the meaning of the Civil Service Regulations—*i. e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave), and will not be given to those who act for them during their absence. The following is the scale of allowances allotted to the several Provinces:—

Madras.—(*a*) Two allowances of R250—50—500 to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (*b*) two allowances of R200—10—250 to be given, respectively, to the Principals of the Rajahmundry and Kumbakonam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of R250—50—500 a month to be given to the senior Principal and the senior Inspector; and (*b*) three allowances of R200—10—250 a month to be given to the remaining two Principals of Colleges and to the second senior Inspector.

Bengal.—(*a*) Two allowances of R250—50—500 a month; and (*b*) three allowances of R200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior or most deserving men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of R250—50—500 a month; and (*b*) two allowances of R200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of R250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (*b*) one allowance of R200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of R200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on:—

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial List, as two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh require that there should be a European Inspector for it.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a Joint Inspector for Orissa) to be recruited in India.

North-Western Provinces and Oudh.—Three Inspectors to be recruited in England and two in India.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganization. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Masterships in that service should be recruited for in England, that a pay of R500—50—750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England, namely, the Head Mastership of the Central Model School in the Punjab: but this will be a special appointment carrying a salary of R400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary Superior Service Pension Rules in Chapters XVIII and XIX modified by the concession in Article 441-A (which will apply to those who enter the Indian Educational Service after the date of this Resolution in substitution for the provisions of Article 441). Directors of Public Instruction will, under Financial Department Resolution No. 2958-P., dated the 22nd June 1895, be eligible for an additional pension of R1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period, as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganization of the Department. Every European officer, therefore, who has been permanently appointed to the Graded List, will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to

the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principal that existing members shall in no case suffer by the reorganization will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Educational Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial Officer will receive a uniform allowance of R100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix B will be found the Proposition Statements for re-organization of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Service shall be fully worked up to. As the effect of the reorganization scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

ORDER.—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India.*

APPENDIX A.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces No. 81.

PROVINCE.	Indian Service.					Provincial Service.							Unclassified, *i.e.*, not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	TOTAL.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Head Masters of Collegiate Schools, Training Colleges and High Schools.	Other appointments.	TOTAL.		
Madras .	4(*a*)	5(*b*)	6	4(*c*)	19	2	9	3	2	3	16(*d*)	35	...	54
Bombay . .	3	4(*e*)	8	6(*f*)	21	1	...	8	5	6	3(*g*)	23	...	44
Bengal . .	5(*h*)	5	13	4(*i*)	27	5(*j*)	10	58(*k*)	...	24(*l*)	7(*m*)	104(*n*)	...	131
North-Western Provinces and Oudh.	3	2	6	...	11	2	8	6	1	6(*o*)	1(*p*)	24	...	35
Punjab . .	3	2	2	1(*q*)	8	3(*r*)	6	2	3	1(*s*)	2(*t*)	17	...	25
Central Provinces .	3(*u*)	2(*v*)	1	...	6	1	...	3	...	...	...	4	...	10

(*a*) Includes 2 Inspectresses.

(*b*) Includes the Principals of the Teachers' College and College of Agriculture.

(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.

(*d*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistant, Teachers' College, and the 1st Assistant, College of Agriculture; 2 Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

(*e*) Includes the Principal, Sir Jamsetjee Jeejeebhoy School of Art.

(*f*) These are the Head Masterships of the Elphinstone, Poona and the Belgaum High Schools; the Vice-Principalships, School of Art, and the Lady Superintendents of the Poona and Ahmehdadad Female Training Colleges.

(*g*) These are the Vice-Principal of the Poona Training College, the Head Assistant, Director of Public Instruction, and the Superintendent, Mechanical Branch, College of Science.

(*h*) Includes the Director of Public Instruction, Assam, and the Inspectors of European Schools, Bengal.

(*i*) *i.e.*, the Superintendent, School of Arts, and 3 officers to supply vacancies.

(*j*) Includes a Joint Inspector for Orissa and Inspectress of Female Schools.

(*k*) Includes 6 Principals of Colleges, and the Lady Principal, and 2 Professors, Bethune College.

(*l*) Includes the Head Mistress, Eden Female School.

(*m*) These include the Assistant Superintendent and the Head Master, School of Arts, the Personal Assistant to the Director of Public Instruction, and 4 reserved appointments.

(*n*) For the present there will be a temporary increase of 9 in these totals, owing to the 9 officers to be admitted into the Provincial Service on personal grounds.

(*o*) These are Head Masters of Zilla (or District Schools).

(*p*) Mathematical Lecturer, Allahabad.

(*q*) *i.e.*, Head Mastership, Central Model School, Lahore.

(*r*) Includes Inspectress.

(*s*) *Viz.*, the Principal, Central Training College, Lahore.

(*t*) These are the Vice-Principal, Mayo School of Art, Lahore; and the Assistant Superintendent, Central Training College, Lahore.

(*u*) Includes the Inspector-General of Education, Central Provinces.

(*v*) Includes for the present the Principal, Training School, Nagpur.

APPENDIX B.

MADRAS.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	1st Class Officer, R1,250—50—1,500	1,416 10 8	14	Officers on R500—1,000	11,200 0 0
2	2nd " " " 1,000—50—1,250	2,333 5 4	...	Two Personal Allowances, R250—50—500	833 5 4
4	3rd " " " 750—50—1,000	3,666 10 8	...	" " " " 200—10—250	466 10 8
8	4th " " " 500—50—750	5,333 5 4	3 (a)	Supernumeraries, R500—50—750	2,000 0 0
1	Superintendent, School of Arts, R500—50—1,000	800 0 0	1	Senior Inspectress, R500—20—600	566 10 8
1	Professor of Physics, Presidency College, R500—50—700	633 5 4	1	Junior " " 450—20—500	483 5 4
1	Principal, Teacher's College, R600—50—1,000	866 10 8	2	Officers on R400—20—500	933 5 4
1	" College of Agriculture, R500—50—900	766 10 8	1	Superintendent, Presidency Training School, R350—10—450	410 0 0
1	Senior Inspectress, R500—20—600	566 10 8			
4	Officers, R400—20—500	1,866 10 8			
24	TOTAL	18,250 0 0	22	TOTAL	16,893 5 4
	B.—PROVINCIAL SERVICE.				
2	Assistant Inspectors, R400—10—500	920 0 0	1	Officer on R550	550 0 0
3	" " " 300—10—400	1,080 0 0	4	Officers " " 500	2,000 0 0
4	" " " 200—10—300	1,040 0 0	3	" " " 450	1,350 0 0
3	Upper Subordinates " 400—20—500	1,400 0 0	4	" " " 400	1,600 0 0
5	" " " 300—20—400	1,833 5 4	4	" " " 350	1,400 0 0
9	" " " 200—20—300	2,400 0 0	5	" " " 300	1,500 0 0
1	Officer on R400	400 0 0	5	" " " 250	1,250 0 0
1	" " " 250	250 0 0	6	" " " 200	1,200 0 0
1	" " " 200—10—250	233 5 4			
1	" " " 200	200 0 0			
30	TOTAL	9,756 10 0	32	TOTAL	10 850 0 0
54	GRAND TOTAL	28,006 10 8	54	GRAND TOTAL	27,743 5 4

(a) Three appointments (2 on R700 and 1 on R600) will be created in the Provincial Service on the absorption of the 3 supernumeraries costing R2,000 a month.

BOMBAY.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
2	Officers on R1,250—50—1,500	2,833 5 4	14	Officers on R500—50—1,000	11,200 0 0
3	„ „ „ 1,000—50—1,250	3,500 0 0	...	Two allowances of R250—50—500	833 5 4
4	„ „ „ 750—50—1,000	3,666 10 8	...	Three „ „ „ 200—10—250	700 0 0
1	Officer „ „ 800 + Personal Allowance, R250	1,050 0 0	1	Officer on R800 + Personal Allowance, R250	1,050 0 0
3	Officers „ „ 700	2,100 0 0	3	Officers „ „ 500—50—750	2,000 0 0
1	Officer „ „ 500—50—750	666 10 8	1	Officer „ „ 500—50—700	633 5 4
1	„ „ „ 500—50—700	633 5 4	1	„ „ „ 350—30—500	450 0 0
2	Officers „ „ 600	1,200 0 0	1	„ „ „ 300	300 0 0
1	Officer „ „ 500	500 0 0			
1	„ „ „ 400	400 0 0			
1	„ „ „ 350—30—500	450 0 0			
1	„ „ „ 300	300 0 0			
21	Total	17,300 0 0	21	Total	17,166 10 8
	B.—PROVINCIAL SERVICE.				
	Class I.				
1	Officer on R750—50—1,000	916 10 8	2	Officers on R700	1,400 0 0
1	„ „ „ 500	500 0 0	1	Officer „ „ 600	600 0 0
2	Officers on „ 333—33—500	888 14 2	1	„ „ „ 500	500 0 0
1	Officer „ „ 350—25—500	415 8 11	3	Officers „ „ 400	1,200 0 0
2	Officers „ „ 400	800 0 0	2	„ „ „ 350	700 0 0
1	Officer „ „ 250—20—350	316 10 8	2	„ „ „ 300	600 0 0
1	„ „ „ 266-10-8	266 10 8	2	„ „ „ 250	500 0 0
1	„ „ „ 200—10—250	233 5 4	1	Officer „ „ 200	200 0 0
2	Officers „ „ 200	400 0 0			
1	Officer „ „ 150—10—200	183 5 4			
1	„ „ „ 100—20—200	166 10 8			
...	Personal Allowance of R50	50 0 0			
14	Total	5,137 12 5	14	Total	5,700 0 0

Statement of Proposition for Revision of Establishment—concld.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	CLASS II.	R a. p.			R a. p.
1	Officer on R500	500 0 0	1	Officer on R500	500 0 0
2	Officers " " 400	800 0 0	1	" " " 400	400 0 0
1	Officer " " 350	350 0 0	4	Officers " " 300	1,200 0 0
7	Officers " " 300	2,100 0 0	1	Officer " " 250	250 0 0
5	" " " 250	1,250 0 0	1	" " " 200	200 0 0
7	" " " 200	1,100 0 0	1	" " " 150	150 0 0
1	Officer " " 150	150 0 0			
24	TOTAL .	6,550 0 0	9	TOTAL .	2,700 0 0
38	Total, Provincial Service .	11,687 12 5	23	Total, Provincial Service .	8,400 0 0
59	GRAND TOTAL .	28,987 12 5	44	GRAND TOTAL .	25,566 10 8

BENGAL.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.

Present Scale. No.	Present Scale. Designation.	Present Scale. Pay.	Proposed Scale. No.	Proposed Scale. Designation.	Proposed Scale. Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
2	Officers on R1,250—50—1,500	2,833 5 4			
6	" " " 1,000—50—1,250	7,000 0 0			
11	" " " 750—50—1,000	10,083 5 4	26*	Officers on R500—50—1,000	20,800 0 0
1	Officer " " 500—33—666⅔	611 1 9⅓	...	Two personal Allowances, R 250—50—500	833 5 4
16	Officers " " 500—50—750	10,666 10 8		Three " " " 200—10—250	700 0 0
1	Officer " " 500—10—750	600 0 0			
2	Officers " " 333⅓—33—500	888 14 2⅔	1	Superintendent, School of Art	1,000 0 0
1	Superintendent, School of Art	1,000 0 0			
1	Inspector on R500—50—750	666 10 8			
41	Total.	34,350 0 0	27	Total.	23,333 5 4
	B.—PROVINCIAL SERVICE.				
5	Officers on R 400—20—500	2,333 5 4	2	Officers on R 700	1,400 0 0
8	" " " 300—20—400	2,933 5 4	4	" " " 600	2,400 0 0
29	" " " 200—20—300	7,733 5 4	6	" " " 500	3,000 0 0
17	" " " 150—10—200	3,116 10 8	8	" " " 400	3,200 0 0
20	" " " 100—10—150	2,750 0 0	12	" " " 300	3,600 0 0
4	" " " 300	1,200 0 0	22	" " " 250	5,500 0 0
5	" " " 250	1,250 0 0	26	" " " 200	5,200 0 0
1	Officer " " 200—10—250	233 5 4	33	" " " 150	4,950 0 0
3	Officers " " 200	600 0 0			
8	" " " 150	1,200 0 0			
100	Total.	23,350 0 0	113	Total	29,250 0 0
141	GRAND TOTAL.	57,700 0 0	140	GRAND TOTAL.	52,583 5 4

* Including the Director of Public Instruction, Assam.

NORTH-WESTERN PROVINCES AND OUDH.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	Officer on R1,250—1,500	1,416 10 8	11	Officers on R500—1,000	8,800 0 0
4	Officers „ „ 1,000—1,250	4,666 10 8	...	One Allowance of R250—500	416 10 8
3	„ „ „ 750—1,000	2,750 0 0	...	Two Allowances of R 200—10—250	466 10 8
4	„ „ „ 600	2,400 0 0		TOTAL	9,683 5 4
12	TOTAL	11,233 5 4	11		
	B.—PROVINCIAL SERVICE.				
6	Officers on R400	2,400 0 0	1	Officer on R700	700 0 0
2	„ „ „ 350	700 0 0	1	„ „ „ 600	600 0 0
1	Officer „ „ 300	300 0 0	6	Officers „ „ 400	2,400 0 0
8	Officers „ „ 200—250	1,866 10 8	2	„ „ „ 350	700 0 0
1	Officer „ „ 200—240	226 10 8	4	„ „ „ 300	1,200 0 0
2	Officers „ „ 150—250	433 5 4	3	„ „ „ 200—250	700 0 0
3	„ „ „ 200	600 0 0	7	„ „ „ 200	1,400 0 0
...	One Personal Allowance	50 0 0	...	One Personal Allowance	50 0 0
23	TOTAL	6,576 10 8	24	TOTAL	7,750 0 0
35	GRAND TOTAL	17,810 0 0	35	GRAND TOTAL	17,433 5 4

PUNJAB.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
		R. a. p.			R. a. p.
	A.—INDIAN EDUCATIONAL SERVICE.				
2	Officers on R1,000—1,250	2,333 5 4	7†	Officers on R500—1,000	5,600 0 0
3	" " " 750—1,000	2,750 0 0	...	One allowance of R 250—50—500	416 10 8
3	" " " 500—750	2,000 0 0	...	" " " " 200—10—250	233 5 4
1	Principal, Mayo School of Art, Lahore	800 0 0	1	Officer on R400*	400 0 0
9	TOTAL	7,883 5 4	8	TOTAL	6,650 0 0
	B.—PROVINCIAL SERVICE.				
			1	Officer on R 700	700 0 0
2	Officers on R 500	1,000 0 0	2	" " " 600	1,200 0 0
1	Officer " " 400—20—500	466 10 8	2	" " " 500	1,000 0 0
1	" " " 300—400	366 10 8	1	Officer " " 400	400 0 0
3	Officers " " 350	1,050 0 0	2	Officers " " 350	700 0 0
2	" " " 300	600 0 0	2	" " " 300	600 0 0
3	" " " 250	750 0 0	3	" " " 250	750 0 0
2	" " " 225	450 0 0	2	" " " 200	400 0 0
2	" " " 200	400 0 0	1	Officer " " 150	150 0 0
16	TOTAL	5,083 5 4	17	TOTAL	6,100 0 0
25	GRAND TOTAL	12,966 10 8	25	GRAND TOTAL	12,750 0 0

* Head Master, Central Model School, Lahore.
† Includes the appointment of Principal, Mayo School of Art, Lahore.

CENTRAL PROVINCES.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	Officer on R1,250—1,500	1,416 10 8	1	Officer on R1,250—1,500	1,416 10 8
2	" " " 750—1,000	916 10 8	4	Officers " " 500—1,000	3,200 0 0
			1	Officer " " 300—40—500	433 5 4
			...	One Allowance of R200—250	233 5 4
2	Officers " " 500—750	1,333 5 4			
1	Officer " " 300—400	366 10 8			
5	TOTAL	4,033 5 4	6	TOTAL	5,283 5 4
	B.—PROVINCIAL SERVICE.				
1	Officer on R500	500 0 0	1	Officer on R500—700	633 5 4
1	" " " 200—250	233 5 4	1	" " " 200—250	233 5 4
2	Officers " " 150—200	366 10 8	2	Officers " " 150—200	366 10 8
4	TOTAL	1,100 0 0	4	TOTAL	1,233 5 4
9	GRAND TOTAL	5,133 5 4	10	GRAND TOTAL	6,516 10 8

No. 82. From J. P. Hewett, Esq., C.I.E., Secretary to the Government of India, Home Department, to the Chief Secretary to the Government of Madras, and the Secretary to the Government of the North-Western Provinces and Oudh, Educational Department,—Nos. 216-217, dated the 23rd July 1896.

In continuation of Home Department letter No. $\frac{6}{7}$, dated the 8th January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward, for the information of the $\frac{\text{Madras}}{\text{North-Western Provinces and Oudh}}$ Government, a copy of a Despatch from the Government of India to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement *), together with a copy of His Lordship's reply, † relating to the reorganization of the Educational Services in India. I am to invite attention to paragraph $\frac{16}{19}$ of the Despatch of 11th December 1895, which shows the financial effect of the reorganization in the $\frac{\text{Madras Presidency}}{\text{North-Western Provinces and Oudh}}$.

No. $\frac{\text{4 Edn.}}{\text{204-215}}$ of this date.

* Relating to $\frac{\text{Madras}}{\text{the N.-W. P. \& Oudh.}}$

† No. 22 Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational Officer will serve his whole time in the Province to which he is appointed unless he is specially selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of the opinion of $\frac{\text{His Excellency the Governor in Council}}{\text{His Honour the Lieutenant-Governor and Chief Commissioner}}$ in the matter.

MADRAS.

Statement of Proposition for Revision of Establishment

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	1st Class Officer, R1,250—50—1,500	1,416 10 8	14	Officers on R500—1,000	11,200 0 0
2	2nd „ Officers, R1,000—50—1,250	2,333 5 4	...	Two Personal Allowances, R250—50—500	833 5 4
4	3rd „ „ „ 750—50—1,000	3,666 10 8	...	„ „ „ „ 200—10—250	466 10 8
8	4th „ „ „ 500—50—750	5,333 5 4			
1	Superintendent, School of Arts, R500—50—1,000	800 0 0	3(a)	Supernumeraries, R500—50—750	2,000 0 0
			1	Senior Inspectress, R500—20—600	566 10 8
1	Professor of Physics, Presidency College, R500—50—700	633 5 4	1	Junior „ „ 450—10—500	483 5 4
1	Principal, Teachers' College, R600—50—1,000	866 10 8	2	Officers on R400—20—500	933 5 4
1	„ College of Agriculture, R500—50—900	766 10 8	1	Superintendent, Presidency Training School, R350—10—450	410 0 0
1	Senior Inspectress, R500—20—600	566 10 8			
4	Officers, R400—20—500	1,866 10 8			
24	Total	18,250 0 0	22	Total	16,893 5 4
	B.—PROVINCIAL SERVICE.				
2	Assistant Inspectors, R400—10—500	920 0 0	1	Officer on R550	550 0 0
3	„ „ „ 300—10—400	1,080 0 0	4	Officers „ „ 500	2,000 0 0
4	„ „ „ 200—10—300	1,040 0 0	3	„ „ „ 450	1,350 0 0
3	Upper Subordinates „ 400—20—500	1,400 0 0	4	„ „ „ 400	1,600 0 0
5	„ „ „ 300—20—400	1,833 5 4	4	„ „ „ 350	1,400 0 0
9	„ „ „ 200—20—300	2,400 0 0	5	„ „ „ 300	1,500 0 0
1	Officer on R400	400 0 0	5	„ „ „ 250	1,250 0 0
1	„ „ „ 250	250 0 0	6	„ „ „ 200	1,200 0 0
1	„ „ „ 200—10—250	233 5 4			
1	„ „ „ 200	200 0 0			
30	Total	9,756 10 8	32	Total	10,850 0 0
54	GRAND TOTAL	28,006 10 8	54	GRAND TOTAL	27,743 5 4

Decrease = Rs. 263-5-4 a month.

(a) Three appointments (two on R700 and one on R600) will be created in the Provincial Service on the absorption of the three supernumeraries costing R2,000 a month.

NORTH-WESTERN PROVINCES AND OUDH.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	Officer on R1,250—1,500	1,416 10 8	11	Officers on R500—1,000	8,800 0 0
4	Officers ,, ,, 1,000—1,250	4,666 10 8	...	One Allowance of R250—500	416 10 8
3	,, ,, ,, 750—1,000	2,750 0 0	...	Two Allowances of R200—10—250	466 10 8
4	,, ,, ,, 600	2,400 0 0			
12	TOTAL	11,233 5 4	11	TOTAL	9,683 5 4
	B.—PROVINCIAL SERVICE.				
6	Officers on R 400	2,400 0 0	1	Officer on R 700	700 0 0
2	,, ,, ,, 350	700 0 0	1	,, ,, ,, 600	600 0 0
1	Officer ,, ,, 300	300 0 0	6	Officers ,, ,, 400	2,400 0 0
8	Officers ,, ,, 200—250	1,866 10 8	2	,, ,, ,, 350	700 0 0
1	Officer ,, ,, 200—240	226 10 8	4	,, ,, ,, 300	1,200 0 0
2	Officers ,, ,, 150—250	433 5 4	3	,, ,, ,, 200—250	700 0 0
3	,, ,, ,, 200	600 0 0	7	,, ,, ,, 200	1,400 0 0
...	One Personal Allowance	50 0 0	...	One Personal Allowance	50 0 0
23	TOTAL	6,576 10 8	24	TOTAL	7,750 0 0
35	GRAND TOTAL	17,810 0 0	35	GRAND TOTAL	17,433 5 4

Decrease = Rs. 376-10-8 a month.

From J. P. HEWETT, Esq., C.I.E., Secretary to the Government of India, Home Department, to the Secretary to the Government of Bombay, Educational Department,—No. 219, dated the 23rd July 1896. No. 83.

In continuation of Home Department letter No. 1, dated the 8th January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward, for the information of the Bombay Government, a copy of a Despatch from the Government of India to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement),† together with a copy of His Lordship's reply ‡ relating to the reorganization of the Educational Services in India. I am to invite attention to paragraph 17 of the Despatch of 11th December 1895, which shows the financial effect of the reorganization in the Bombay Presidency.

No. $\frac{4\ \text{Edn.}}{204\text{-}215}$ of this date.

† Relating to Bombay.

‡ No. 22 Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of pro bation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational officer will serve his whole time in the Province to which he is appointed unless he is specially selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of the opinion of His Excellency the Governor in Council in the matter.

3. With reference to the recommendation in paragraph 8 of your letter No. 417, dated the 23rd February 1894, that officers now in the third grade of the Graded Service who may elect to accept the new terms should be allowed to count all their service above fifteen years in the Department as service entitling them to R1,100 a month (*i.e.*, R1,000 pay plus R100 special allowance), I am to say that the special allowance should of course not be given in any case retrospectively, but that the existing service of officers will be counted towards the necessary 15 years, and if they have completed that period the allowance may be sanctioned by the Local Government. The presumption in paragraph 9 of the same letter, that officers recently engaged for short periods will be offered the new terms, is correct.

It will be seen from paragraph 4 of the Despatch to the Secretary of State of 11th December 1895, that the only Head Masters of High Schools who are to be included in the Provincial List are the Head Masters of the Elphinstone, Poona, Ahmedabad and Karachi High Schools. Three Head Masterships, however, are to be recruited for in England (paragraph 10 of the Despatch), and two at least of the recruits will be attached to two of the above-mentioned Schools. Thus two at most of the 17 Head Masters shown in the list of appointments in the Provincial Service appended to the Bombay Government's letter No. 417, dated 23rd February 1894, should remain on that list: and the list of Provincial appointments has accordingly been reduced by 15, which, subject to any explanation the Bombay Government may wish to offer, seems to be the correct reduction.

4. I am to take the opportunity to reply to your letter No. 222, dated the 27th January 1896, in which the following questions are raised, *viz.* :—

(1) Whether power should not be reserved to the Local Government to make temporary appointments on the list of officers of the Indian Educational Service from the Provincial Service.

(2) Whether power should not be reserved to appoint to the Indian Service officers of the Provincial Service of exceptional merit, and to transfer the chair of the Provincial officer in such cases to the European list if necessary, the vacant chair in the European list being substituted for it in the Provincial List.

(3) Attention is invited to the opinion previously expressed by His Excellency the Governor in Council that it is desirable that new Professors should be engaged for service at either Poona or Bombay, so that they may be transferred from one College to the other according to the requirements of the Local Government.

In connection with the first question I am to invite attention to paragraph 16 of the Resolution referred to in the first paragraph of this letter, in which the conditions on which temporary appointments from the Provincial to the Indian lists should be made by Local Governments are explained. As regards the second question, I am to say that it is always in the power of the Secretary of State to sanction, as an extraordinary step, the admission of a Provincial Service officer to the Indian Educational Service, but the Government of India think that a recommendation of this nature should always be submitted through them to the Home Government. With regard to the third point to which reference is made above, I am to say that officers of the Indian Educational Service will be available for service either at Poona or Bombay as may be desired by the Government of Bombay.

BOMBAY.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.

Present Scale.					Proposed Scale.				
No.	Designation.	Pay. R	a.	p.	No.	Designation.	Pay. R	a.	p.
	A.—INDIAN EDUCATIONAL SERVICE								
2	Officers on R 1,250—50—1,500	2,833	5	4	14	Officers on R500—50—1,000	11,200	0	0
3	" " " 1,000—50—1,250	3,500	0	0	...	Two Allowances of R 250—50—500	833	5	4
4	" " " 750—50—1,000	3,666	10	8	...	Three " " " 200—10—250	700	0	0
1	Officer " " 800 + Personal Allowance, R250	1,050	0	0	1	Officer on R800 + Personal Allowance, R250	1,050	0	0
3	Officers " " 700	2,100	0	0	3	Officers " " 500—50—750	2,000	0	0
1	Officer " " 500—50—750	666	10	8	1	Officer " " 500—50—700	633	5	4
1	" " " 500—50—700	633	5	4	1	" " " 350—30—500	450	0	0
2	Officers " " 600	1,200	0	0	1	" " " 300	300	0	0
1	Officer " " 500	500	0	0					
1	" " " 400	400	0	0					
1	" " " 350—30—500	450	0	0					
1	" " " 300	300	0	0					
21	TOTAL	17,300	0	0	21	TOTAL	17,166	10	8
	B.—PROVINCIAL SERVICE.								
	CLASS I.								
1	Officer on R750—50—1,000	916	10	8	2	Officers on R700	1,400	0	0
1	" " " 500	500	0	0	1	Officer " " 600	600	0	0
2	Officers " " 333—33—500	888	14	2	1	" " " 500	500	0	0
1	Officer " " 350—25—500	415	8	11	3	Officers " " 400	1,200	0	0
2	Officers " " 400	800	0	0	2	" " " 350	700	0	0
1	Officer " " 250—20—350	316	10	8	2	" " " 300	600	0	0
1	" " " 266-10-8	266	10	8	2	" " " 250	500	0	0
1	" " " 200—10—250	233	5	4	1	Officer " " 200	200	0	0
2	Officers " " 200	400	0	0					
1	Officer " " 150—10—200	183	5	4					
1	" " " 100—20—200	166	10	8					
	Personal Allowance of R50	50	0	0					
14	TOTAL	5,137	12	5	14	TOTAL	5,700	0	0

Statement of Proposition for Revision of Establishment.—contd.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	CLASS II.	R a. p.			R a p.
1	Officer on R500	500 0 0	1	Officer on R500	500 0 0
2	Officers " " 400	800 0 0	1	Officers " " 400	800 0 0
1	Officer " " 350	350 0 0	1	Officer " " 350	350 0 0
7	Officers " " 300	2,100 0 0	6	Officers " " 300	1,800 0 0
5	" " " 250	1,250 0 0	5	" " " 250	1,250 0 0
7	" " " 200	1,400 0 0	7	" " " 200	1,400 0 0
1	Officer " " 150	150 0 0	2	" " " 150	300 0 0
24	TOTAL	6,550 0 0	24	TOTAL	6,400 0 0
38	Total Provincial Service	11,687 12 5	38	Total Provincial Service	12,100 0 0
59	GRAND TOTAL	28,987 12 5	59	GRAND TOTAL	29,266 10 8

Increase = R278-14-3 a month.

From J. P. HEWETT, Esq., C.I.E., Secretary to the Government of India, Home Department, to the Secretary to the Government of Bengal, General (Education) Department,—No. 220, dated the 23rd July 1896. No. 84.

In continuation of Home Department letter No. 2, dated the 8th January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward, for the information of the Bengal Government, a copy of a Despatch from the Government of India, to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement), * together with a copy of His Lordship's reply, † relating to the reorganization of the Educational Services in India. I am to invite attention to paragraph 18 of the Despatch of 11th December 1895, which shows the financial effect of the reorganization in Bengal.

No. $\frac{4 \text{ Edn.}}{204\text{-}15}$ of this date.

* Relating to Bengal.

† No. 22 Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational Officer will serve his whole time in the Province to which he is appointed unless he is specially selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of the opinion of His Honour the Lieutenant-Governor in the matter.

3. I am to add, with reference to the remarks in paragraph 4 of your letter No. 2832 (Education), dated the 14th August 1895, that the Bengal Government cannot undertake to find funds for the grant of the special allowance of R100 a month to the nine officers referred to in statement B, appended to the letter, that it is desirable, if possible, that officers now in the Graded List should enter the Indian Educational Service, and the Government of India would, therefore, be glad if the new scheme could be introduced in its entirety. It will be seen from the proposition statement enclosed that, while there will be an increase of R5,900 on the Provincial Service of Bengal, there will be an ultimate saving of R11,016-10-8 on the Indian Educational Service as compared with the scale hitherto sanctioned of the Graded Service. It appears to the Government of India, therefore, that His Honour the Lieutenant-Governor may perhaps find no difficulty in giving, from the introduction of the scheme, all the allowances shown in statement B attached to your letter of the 14th August 1895, to those officers who join the Indian Educational Service and are entitled, by their length of service, to receive them.

BENGAL.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.

Present Scale. No.	Present Scale. Designation.	Present Scale. Pay. R a. p.	Proposed Scale. No.	Proposed Scale. Designation.	Proposed Scale. Pay. R a. p.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
2	Officers on R1,250—50—1,500	2,833 5 4			
6	„ „ „ 1,000—50—1,250	7,000 0 0			
11	„ „ „ 750—50—1,000	10,083 5 4	26 *	Officers on R500—50—1,000	20,800 0 0
1	Officer „ „ 500—33—666⅔	611 1 9⅓	...	Two Personal Allowances, R250—50—500	833 5 4
16	Officers „ „ 500—50—750	10,666 10 8		Three „ „ „ 200—10—250	700 0 0
1	Officer „ „ 500—10—750	600 0 0			
2	Officers „ „ 333⅓—33—500	888 14 2⅔	1	Superintendent, School of Art	1,000 0 0
1	Superintendent, School of Art	1,000 0 0			
1	Inspector on R500—50—750	666 10 8			
41	Total	34,350 0 0	27	Total	23,333 5 4
	B.—PROVINCIAL SERVICE.				
5	Officers on R400—20—500	2,333 5 4	2	Officers on R700	1,400 0 0
8	„ „ „ 300—20—400	2,933 5 4	4	„ „ „ 600	2,400 0 0
29	„ „ „ 200—20—300	7,733 5 4	6	„ „ „ 500	3,000 0 0
17	„ „ „ 150—10—200	3,116 10 8	8	„ „ „ 400	3,200 0 0
20	„ „ „ 100—10—150	2,750 0 0	12	„ „ „ 300	3,600 0 0
4	„ „ „ 300	1,200 0 0	22	„ „ „ 250	5,500 0 0
5	„ „ „ 250	1,250 0 0	26	„ „ „ 200	5,200 0 0
1	Officer „ „ 200—10—250	233 5 4	33	„ „ „ 150	4,950 0 0
3	Officers „ „ 200	600 0 0			
8	„ „ „ 150	1,200 0 0			
100	Total	23,350 0 0	113	Total	29,250 0 0
141	GRAND TOTAL	57,700 0 0	140	GRAND TOTAL	52,583 5 4

Decrease = R5,116-10-8 a month.

* Including the Director of Public Instruction, Assam.

No. 85. From J. P. HEWETT, Esq., C.I.E., Secretary to the Government of India, Home Department, to the Secretary to the Government of the Punjab, Home (Education) Department,—No. 221, dated the 23rd July 1896.

No. $\frac{4 \text{ Edn.}}{204\text{-}215.}$ of this date.

In continuation of Home Department letter No. 4, dated the 8th January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward, for the information of the Punjab Government, a copy of a Despatch from the Government of India to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement), * together with a copy of His Lordship's reply † relating to the reorganization of the Educational Services in India. I am to invite attention to paragraph 20 of the Despatch of 11th December 1895, which shows the financial effect of the reorganization in the Punjab.

* Relating to the Punjab.

† No. 22 Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational Officer will serve his whole time in the Province to which he is appointed unless he is specially to selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of the opinion of His Honour the Lieutenant-Governor in the matter.

3. I am to add, with reference to the proposal in paragraph 4 of your letter No. 123, dated the 31st January 1894, that, besides the special allowance of R100 month after fifteen years' service, a further allowance of R100 a month should be granted to officers of the Indian Service after 20 years' approved service, that the Government of India were not able to support the proposal, but I am to point out that in the Punjab Graded Service there are only two appointments in Class II (the highest class in the Province), and that these will be more than compensated for by the personal allowances sanctioned for the new service in the Punjab. With regard to the case of Rai Bahadur Piyare Lal, referred to in paragraph 10 of the same letter, I am to invite attention to paragraph 12 of the Despatch to the Secretary of State, and paragraph 5 of his reply, which explain the option that should be offered to officers who have hitherto drawn pay under the two-thirds rule.

PUNJAB.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R A. P.			R A. P.
2	Officers on R1,000—1,250	2,333 5 4	7†	Officers on R500—1,000	5,600 0 0
3	,, ,, ,, 750—1,000	2,750 0 0	...	One Allowance of R250—50—500	416 10 8
3	,, ,, ,, 500—750	2,000 0 0	...	,, ,, ,, ,, 200—10—250	233 5 4
1	Principal, Mayo School of Art, Lahore	800 0 0	1	Officer on R400*	400 0 0
9	TOTAL	7,883 5 4	8	TOTAL	6,650 0 0
	B.—PROVINCIAL SERVICE.				
			1	Officer on R700	700 0 0
2	Officers on R500	1,000 0 0	2	Officers ,, ,, 600	1,200 0 0
1	Officer ,, ,, 400—20—500	466 10 8	2	,, ,, ,, 500	1,000 0 0
1	,, ,, ,, 300—400	366 10 8	1	Officer ,, ,, 400	400 0 0
3	Officers ,, ,, 350	1,050 0 0	2	Officers ,, ,, 350	700 0 0
2	,, ,, ,, 300	600 0 0	2	,, ,, ,, 300	600 0 0
3	,, ,, ,, 250	750 0 0	3	,, ,, ,, 250	750 0 0
2	,, ,, ,, 225	450 0 0	3	,, ,, ,, 200	600 0 0
2	,, ,, ,, 200	400 0 0	1	Officer ,, ,, 150	150 0 0
16	TOTAL	5,083 5 4	17	TOTAL	6,100 0 0
25	GRAND TOTAL	12,966 10 8	25	GRAND TOTAL	12,750 0 0

Decrease=R216-10 8 a month.

* Head Master, Central Model School, Lahore.

† Includes the appointment of Principal, Mayo School of Art, Lahore.

No. 86. From—J. P. HEWETT, Esq., C.I.E., Secretary to the Government of India, Home Department, to the Chief Commissioner of the Central Provinces,—No. 222, dated 23rd July 1896.

IN continuation of Home Department letter No. 5, dated the 8th January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward, for your information, a copy of a Despatch from the Government of India to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement),* together with a copy of His Lordship's reply,† relating to the reorganization of the Educational Services in India. I am to invite attention to paragraph 21 of the Despatch of 11th December 1895, which shows the financial effect of the reorganization in the Central Provinces.

No. 4 Edn. / 204–215 of this date.

*Relating to the Central Provinces.

†No. 22 Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational Officer will serve his whole time in the Province to which he is appointed unless he is specially selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of your opinion in the matter.

3. With reference to paragraph 8 of the Secretary of State's Despatch, I am to say that the Superintendentship of the Normal School at Nagpur should be added as a special appointment to the list of appointments in the Indian Educational Service, and that it should be retained on that list for as long as it is recruited for in England. This will admit the holder of the post to the benefit of the more favourable leave rules in Chapter XIII of the Civil Service Regulations, but it will not entitle him to receive the pay of R500—1,000 reserved for Professors, Inspectors and Principals of the Indian Service.

CENTRAL PROVINCES.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	R a. p.			R a. p.
1	Officer on R1,250—1,500	1,416 10 8	1	Officer on R1,250—1,500	1,416 10 8
1	" " " 750—1,000	916 10 8	4	Officers " " 500—1,000	3,200 0 0
2	Officers " " 500—750	1,333 5 4	...	One Allowance of R200—250	233 5 4
1	Officer " " 300—400	366 10 8			
5	TOTAL .	4,033 5 4	5	TOTAL .	4,850 0 0
	B.—PROVINCIAL SERVICE.				
1	Officer on R500	500 0 0	1	Officer on R500—700	633 5 4
1	" " " 200—250	233 5 4	1	" " " 200—500	233 5 4
2	Officers " " 150—200	366 10 8	2	Officers " " 150—200	366 10 8
4	TOTAL .	1,100 0 0	4	TOTAL .	1,233 5 4
9	GRAND TOTAL .	5,133 5 4	9	GRAND TOTAL .	6,083 5 4
		Increase=R950 a month.			

No. 87. From the Government of India, to Her Majesty's Secretary of State for India,—No. 221, dated the 11th August 1896.

In reply to your Despatch No. 22 Public (Educational), dated the 12th March 1896, we have the honour to enclose a copy of a Resolution* which we have issued, promulgating the scheme for the reorganization of the Educational Services in India which has been sanctioned by Your Lordship.

* No. $\frac{4\text{-Edn.}}{204\text{-}215}$, dated the 23rd July 1896.

2. It will be observed that, as desired in paragraph 2 of Your Lordship's Despatch, we have altered the designation of the branch of the Service which is to consist of appointments to be made in England to the "Indian Educational Service;" that Article 441-A of the Civil Service Regulations will be amended so as to make it applicable, in the manner indicated in paragraph 4 of Your Lordship's Despatch, to the Educational Officers mentioned in the old Article 441, which will now be cancelled; and that, as suggested in paragraph 6, we have given to Local Governments and Administrations a free hand in selecting the Director of Public Instruction without requiring them to give a preferential claim to an officer of any particular Department of the public service. We have also, in accordance with the suggestion in paragraph 8 of Your Lordship's Despatch, instructed the Chief Commissioner of the Central Provinces to include the Superintendentship of the Normal School at Nagpur as a special appointment in the Indian Educational Service for as long as it is recruited for in England. This will not admit the holder of the appointment to the pay of R500—1,000 reserved for Professors, Inspectors and Principals recruited in England, but will give him the benefit of the more favourable leave rules in Chapter XIII of the Civil Service Regulations.

3. With reference to the remark in paragraph 2 of Your Lordship's Despatch that it may be found convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, we have asked Local Governments and Administrations whether such a condition would be desirable.

4. It only remains for us, in conclusion, to refer to the remarks contained in paragraph 3 of Your Lordship's Despatch. Your Lordship has some doubt as to the propriety of classifying such responsible officials as Deputy Inspectors of Schools and Head Masters of District (High) Schools "in a Service which is to be termed Subordinate;" and has suggested that upon this point some such latitude of discretion might be permitted to Local Governments and Administrations as, Your Lordship understands, was conceded under our orders in regard to the class of officers known in Bombay as Mamlatdars and elsewhere as Tahsildars. We fear some misapprehension underlies this suggestion. The view of the Government of India that Mamlatdars should be included in the Subordinate Service was conveyed in paragraph 6 of our Home Secretary's letter to the Government of Bombay, No. 1536, dated the 27th May 1892 [a copy of which was forwarded to the Secretary of State with the Despatch of Lord Lansdowne's Government, No. 39 (Public)†, dated the 7th June 1892]. This decision was maintained in our Home Secretary's letter † to the Government of Bombay, No. 1007, dated the 4th June 1894, which dealt with a memorial from the Poona Sarvajanik Sabha, and communicated our decision that it would be impossible to adopt in the Bombay Presidency a different rule from that applied to other Provinces where officers of the Tahsildar class (to whom the Mamlatdars correspond) are placed in the Subordinate Service. Again in our Home Secretary's letter‡ No. 1189 of the 14th August 1895, we refused to reconsider the previous decision. We have thus consistently maintained the rule that Tahsildars and Mamlatdars should be placed in the Subordinate Service, and it seems to us that it would be inadvisable to class the Deputy Inspector or the Head Master of a District School in the Provincial Service, when the Tahsildar (or Mamlatdar) belongs to the Subordinate Service. We have accordingly retained Deputy Inspectors of Schools and Head Masters of High (*i. e.*, Zilla or District) Schools in the Subordinate Service, and we trust that Your Lordship will agree in this classification.

† *Vide* our Public Proceedings, Home Department, for 1894, pages 859-60.

‡ *Vide* our Public Proceedings, Home Department, for 1895, pages 1106-7.

No. 88. From the Secretary of State, to the Government of India,—No. 74 Public (Education), dated 30th July 1896.

I have considered in Council the letter, No. 8, from your Government, dated 9th June 1896, in which you recommend that four Educational officers, belonging, respectively, to the

Provincial Services of Bombay, Bengal, the Punjab, and the Central Provinces, may be appointed on certain conditions to the Indian Educational Service.

2. The inquiries which have led to these recommendations seem to have been undertaken in consequence of the remark in the second paragraph of Sir H. Fowler's Despatch on Mr. Oliver's case (No. 41, dated 26th June 1895) that, in connection with the reorganization of the Educational Department, it would have to be considered whether provision should be made for the case of other Provincial officers who might appear to have claims to be promoted to the Imperial List. But since that Despatch was written your general scheme has been submitted, a number of Imperial appointments have been made over to the Provincial Services, and among the general provisions which the scheme included, and which have been sanctioned, is one authorizing the appointment of a Provincial officer to officiate in a post ordinarily reserved for members of the Indian Educational Service, and assigning to such officer an allowance of R100 a month while so officiating.

3. These two concessions taken together have greatly improved the position and prospects of the Provincial officers, and I do not consider that Sir Henry Fowler's remark, just cited, can reasonably be understood as an intimation that over and above any such concessions he would have been ready to entertain proposals for the promotion to the Imperial list of any considerable number of Provincial officers. At all events, I am so far in agreement with your Excellency in Council that I should not be prepared to sanction the transfer to the Indian Educational Service of any officer now on the Subordinate or Provincial Lists who does not possess such qualifications as would have made him eligible for selection in England to fill an Imperial post, and who has not acted in the Graded Service for so long, prior to the date when appointments to that Service were stopped, and in such circumstances, as to justify his entertaining a reasonable expectation that he would eventually be confirmed in it.

4. I think that Messrs. Cope and Billing may fairly be regarded as within this category. Both are graduates, and both have acted continuously, or almost continuously, for nearly eight years in appointments previously reserved for the Graded Service. I therefore sanction your proposals in regard to those gentlemen.

5. But I am not satisfied that either Mr. Page or Mr. Mitchell comes up to the necessary standard, or cannot be adequately rewarded by a suitable Provincial appointment with the sanctioned allowance on any occasion on which he may be selected to officiate in a post reserved for the members of the Indian Educational Service.

From C. H. A. Hill, Esq., Under Secretary to the Government of India, Home Department, to the Chief Secretary to the Government of Madras; the Secretary to the Government of Bengal, General Department; the Secretary to the Government of the North-Western Provinces and Oudh, Education Department; the Under Secretary to the Government of the Punjab, Education Department; and the Chief Commissioner of the Central Provinces,—Nos. 274—278, dated the 8th September 1896. No. 89.

*No. 927, dated 11th December 1895, Madras.
No. 4166, dated 6th December 1895, Bengal.
No. 4, dated 6th January 1896, North-Western Provinces and Oudh.
No. 1, dated 3rd January 1896, Punjab.
No. 9359, dated 19th December 1895, Central Provinces.
† (1) Paragraphs 1—4 and 6—8 of Government of India's Despatch No. 8 (Educational), dated 9th June 1896.
(2) Secretary of State's Despatch No. 74 Public (Educational), dated 30th July 1896.

With reference to your letter No. , *, dated, * , I am directed to forward, for information and guidance, copies of the Despatches noted in the margin † on the subject of the admission of certain officers of the Provincial Service into the Indian Educational Service.

From C. H. A. Hill, Esq., Under Secretary to the Government of India, to the Junior Secretary to the Government of Bombay, Educational Department,—No. 279, dated the 8th September 1896. No. 90.

(1) Government of India's Despatch No. 8 (Educational), dated the 9th June 1896.
(2) No. 74 Public (Educational), dated 30th July 1896.

With reference to the correspondence ending with your letter No. 557, dated 11th March 1896, I am directed to forward, for information and guidance, copies of the Despatches noted in the margin regarding the admission of certain officers of the Provincial Service into the Indian Educational Service, and to invite special attention to paragraph 5 of the Despatch from the Government of India to the Secretary of State.

From the Honourable A. T. Arundel, I.C.S., Acting Chief Secretary to the Government of Madras, to the Secretary to the Government of India, Home Department,—No. 649, dated the 16th October 1896. No. 91.

I am directed to acknowledge the receipt of Mr. Hewett's letter No. 216-Educational, dated 23rd July 1896, forwarding a copy of the Despatch from the Government of India

to the Secretary of State relating to the reorganization of the Educational Services in India and of His Lordship's reply thereto, and inviting the opinion of this Government on the suggestion of the Secretary of State, that when permanently engaging an officer of the Indian Educational Service after the expiry of his term of probation, the condition shall be imposed that he shall serve wherever required in India.

2. In reply I am to state that His Excellency the Governor in Council considers that the suggestion of the Secretary of State should be adopted, and that when appointing an officer on probation care should be taken to inform him that, if eventually he be permanently engaged, he will be required to serve in any part of India. This will obviate all risk of such officers objecting when permanently engaged, that they were not aware that they would be required to agree to such a condition.

No. 92. From J. DEC. ATKINS, Esq., Secretary to the Government of Bombay, Educational Department, to the Secretary to the Government of India, Home Department,—No. 698, dated the 7th May 1897.

With reference to paragraph 2 of Home Department letter No. 219, dated the 23rd July 1896, I am directed to state that, in the opinion of His Excellency the Governor in Council, there is no objection, when engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India.

No 93 From M. FINUCANE, Esq., Secretary to the Government of Bengal, General (Educational) Department, to the Secretary to the Government of India, Home Department,—No. 821, dated the 24th February 1897.

With reference to your reminder, No. 10, dated the 12th January 1897, requesting an early reply to the Home Department's letter, No. 220, dated the 23rd July 1896, on the subject of the insertion in the covenant of the officers of the Indian Educational Service of a clause that these officers should serve wherever required in India, I am directed to say that the Lieutenant-Governor considers it desirable that such a clause should be inserted in the covenant executed when an officer is permanently engaged for the above service.

2. The delay in replying to your reference is due to the fact that the papers were made over for opinion to Sir Alfred Croft and only came back a few days ago.

No. 94. From T. W. HOLDERNESS, Esq., Secretary to the Government of the North-Western Provinces and Oudh, Educational Department, to the Secretary to the Government of India, Home Department,—No. 442, dated the 10th August 1896.

I am directed to acknowledge the receipt of your letter No. 217, dated the 23rd July 1896, and enclosures, and in reply to paragraph 2 to state, for the information of His Excellency the Governor General in Council, that this Government has no objection to the adoption of the condition therein proposed.

2. I am to take this opportunity of bringing to the notice of the Government of India that the agreements under which officers appointed to the Indian Educational Service enter on their service in India appoint them to a particular office, and confer no authority on the Government to employ them in another office in the cadre of the Indian Educational Service of the Province either during their term of probation or after it. The Lieutenant-Governor and Chief Commissioner considers that the exigencies of the Administration make it absolutely essential that Local Governments should have this power which they unquestionably enjoyed when the Graded Educational Service existed. As that Service has been revived in a partially altered form, there appears to His Honour to be no reason why the agreement appointing an officer as probationer to the Indian Educational Service in a Province should specify that he is appointed to a particular office.

No. 95. From J. SIME, Esq., Under Secretary to the Government of the Punjab, Home (Education) Department, to the Secretary to the Government of India, Home Department,—No. 5, dated the 6th January 1897.

In paragraph 2 of the Government of India, Home (Education) Department No. 221, dated the 23rd July 1896, the opinion of the Lieutenant-Governor was asked on the question

whether, when permanently engaging an officer of the Indian Educational Service after his term of probation, it would be convenient to impose the condition that he shall serve wherever required in India; and I am directed to say in reply that, in His Honour's opinion, it would be advantageous to impose the condition suggested.

Extract from letter from the Secretary to the Chief Commissioner, Central Provinces,—No. 3878, dated the 23rd April 1897. **No. 96.**

I am directed to acknowledge the receipt of your letter No. 222, dated the 23rd July 1896, and of the Home Department Resolution of the same date therein referred to, regarding the reorganization of the Educational Service in the Central Provinces.

*   *   *   *   *

3. With reference to paragraph 2 of the letter under reply, I am directed to say that the Chief Commissioner approves of the proposal that officers of the Indian Educational Service should be required, on permanent engagement, to consent to serve wherever required in India.

From the Government of India, to Her Majesty's Secretary of State for India,—No. 12, dated the 29th June 1897. **No. 97.**

It was suggested in paragraph 2 of Your Lordship's Despatch No. 22 $\frac{\text{Public}}{\text{Education}}$, dated the 12th March 1896, that it might be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India; and in paragraph 3 of our Despatch No. 221 (Education), dated the 11th August 1896, we informed you that Local Governments and Administrations had been asked whether such a condition would be desirable. We have now the honour to forward, for Your Lordship's information, a copy of the replies received, from which it will be seen that the Local Governments and Administrations consulted are in favour of the suggestion. We accordingly recommend that it should be adopted, and we request that, in future, recruits for the Indian Educational Service may be informed that, if they are confirmed after probation, they must then accept the liability to serve anywhere in India.

2. It is observed in the letter of the Government of the North-Western Provinces and Oudh that the agreements under which officers appointed to the Indian Educational Service enter on their service in India appoint them to a particular office, and confer no authority on the Local Government to employ them in another office in the cadre of the Indian Educational Service of the Province. The Lieutenant-Governor and Chief Commissioner considers that the exigencies of the administration make it essential that Local Governments should have this power, which they exercised when the Graded Educational Service existed. We agree that it is necessary that a Local Government should be able to transfer an Educational Officer from one post to another within the Province, according as circumstances demand, even during his first five years of service; and we, therefore, suggest that recruits should be warned of this liability, and that the agreements entered into with them should be worded accordingly.

G. I. C. P. O.—No. 1503 H. D.—1-12-98—500.

SELECTIONS

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HOME DEPARTMENT.

No. CCCLVIII.

HOME DEPARTMENT SERIAL No. 24.

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